STERLING TOOLS LIMITED
CIN: L29222DL1979PLC009668
WORKS: 5-A, DLF Industrial Estate
Faridabad – 121 003 Haryana India
Tel: 91-129-227 0621 to 25/225 5551 to 53
Fax: 91-129-227 7359
E-mail: sterling@stlfasteners.com
Website: stlfasteners.com

Through NEAPS	By Listing Centre
National Stock Exchange of India Limited "Exchange Plaza", C-1 Bandra–Kurla Complex, Bandra (East) Mumbai-400051	**BSE Limited** Phiroze Jeejeebhoy Towers Dalal Street, Fort, Mumbai – 400001
Trading Symbol: STERTOOLS	**Scrip Code: 530759**

Date: 13th August 2026

Sub: Business Responsibility and Sustainability Report (BRSR) for the FY 2025-26.

Dear Sir/ Madam

Pursuant to Regulations 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the Regulation"), please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the FY 2025-26, which also forms part of the Annual Report for the financial year 2025-26.

The BRSR is also available on the Company's Website at https://stlfasteners.com/ under Investors section.

Kindly take the same on your records.

Thanking You.

Yous truly,

For **Sterling Tools Limited**

Pragya Saxena
Digitally signed by Pragya Saxena
Date: 2026.08.13 17:31:01 +05'30'

Pragya Saxena
Company Secretary & Compliance Officer
M No. F9640

Encl.: As Above.

REGD OFFICE : DJ-1210, 12th Floor, DLF Tower -B,
Jasola District Centre, New Delhi-110025
Email-csec@stlfasteners.com

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity:	L29222DL1979PLC009668
2	Name of the Listed Entity:	**Sterling Tools Limited** "hereinafter referred as The Company"
3	Year of incorporation:	1979
4	Registered office address:	DJ-1210, 12th Floor, DLF Tower-B, Jasola District Centre, New Delhi - 110025
5	Corporate address:	Plot No. 4, DLF Industrial Estate, Faridabad - 121003
6	E-mail:	csec@stlfasteners.com
7	Telephone:	0129-2270621
8	Website:	www.stlfasteners.com
9	Financial year for which reporting is being done:	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed:	National Stock exchange of India Limited and BSE Limited
11	Paid-up Capital:	Rs. 726.89 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Ms. Pragya Saxena, Company Secretary (**Tel:** 0129-2270621, **Email:** csec@stlfasteners.com)
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Standalone basis
14	Name of assessment or assurance provider:	The data provided in the BRSR Report has not been assured by any external agency.
15	Type of assessment or assurance obtained:	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Fabricated and Metal Products, including Metal Fasteners	98.74%

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

S. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Manufacturing of High Tensile Fasteners	259901	98.74%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	2	6
International	Nil	Nil	Nil

19. Markets served by the entity:

a. **Number of locations**

Locations	Number
National (No. of States)	26
International (No. of Countries)	13

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

1.33% of the total turnover of the Company is contributed through exports.

c. **A brief on types of customers.**

Sterling Tools Limited is a leading manufacturer of cold-forged, high-tensile fasteners in India and forms part of a diversified automotive group. The Company supplies its products to a broad range of prominent automotive Original Equipment Manufacturers (OEMs) across segments including commercial vehicles, passenger cars, two-wheelers, tractors, and off-highway equipment. Its established customer base comprises industry leaders such as Tata Motors, Ashok Leyland, Daimler, Maruti Suzuki, Hyundai, Mahindra, Hero MotoCorp, Honda, John Deere, Escorts, CNH and JCB. Through its precision-engineered, high-quality products, the Company serves as a trusted supply chain partner to India's foremost automotive manufacturers.

IV. Employees

20. Details as at the end of Financial Year:

a. **Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES*						
1.	Permanent (D)	429	415	96.74%	14	3.26%
2.	Other than permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**429**	**415**	**96.74%**	**14**	**3.26%**
WORKERS						
4.	Permanent (F)	227	227	100%	-	-
5.	Other than Permanent (G)	1273	1234	96.94%	39	3.06%
6.	**Total workers (F + G)**	**1500**	**1461**	**97.40%**	**39**	**2.60%**

*Includes Directors & KMPs as well

b. **Differently abled Employees and workers:**

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel*	4	2	50%

*Managing Director (MD) is also a KMP and have been considered under both the categories of BOD and KMP. During the year, two of the KMPs, Chief Financial Officer and Company Secretary, ceased to be associated with the Company with effect from closure of business hours of 31st December 2025 and 28th February 2026 respectively.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	34.72%	25.00%	34.43%	33.24%	20.00%	32.90%	23.55%	40.00%	23.89%
Permanent Workers	3.89%	-	3.89%	0.85%	-	0.85%	0.84%	-	0.84%

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

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

S. No.	Name of the holding/subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Sterling E-Mobility Solutions Limited (Formerly Sterling Gtake E-Mobility Limited)	Subsidiary	100%	No
2	Sterling Tech-Mobility Limited	Subsidiary	100%	No
3	Sterling Advanced Electric Machines Private Limited	Subsidiary	100%	No
4	Sterling E-Mobility Private Limited	Subsidiary	100%	No
5	Sterling Overseas Pte Limited	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in Rs.): **71,672.27 Lakhs**

(iii) Net worth (in Rs.): **52,850.45 Lakhs**

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Grievance Policy	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes, Stakeholder Relationship Committee	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes, Stakeholder Relationship Committee	Nil	Nil	Nil	1	Nil	All concerns were closed
Employees and workers	Yes, Grievance Policy	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes, marketing@stlfasteners.com	220	Nil	All concerns were closed	229	Nil	All concerns were closed
Value Chain Partners (Direct Suppliers)	The Company through its effective internal mechanism takes care of all the grievances for all its value chain partners and dedicated to strengthen the process.						
Other (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

The Company engages with a broad spectrum of stakeholders, including Shareholders, Board of Directors, Promoters, Customers, Suppliers, Business Partners, Employees and Workers, Government Authorities, Industry and Institutional Bodies and the Community. The Company is committed to maintaining open, transparent and inclusive engagement with all its stakeholder groups as an integral part of its business conduct.

To facilitate effective grievance redressal, the Company has established a robust framework of policies and mechanisms applicable across all its business operations. This includes a Vigil Mechanism and Whistle-Blower Policy, an Anti-Bribery Policy and a Prevention of Sexual Harassment (POSH) Policy for women employees - all of which provide structured and confidential channels for raising concerns and grievances. The Whistle-Blower and POSH policies are accessible at: https://stlfasteners.com/investors/corporate-policies

For value chain partners and suppliers, the Company has a well-defined escalation matrix to ensure that grievances are addressed in a timely and structured manner. For all other stakeholder categories, designated process owners are responsible for receiving and resolving concerns relevant to their respective functions.

Stakeholders may reach the Company through the following dedicated platforms and contact channels:

- **Investor Relations Portal:** https://stlfasteners.com/investors/investor-contact/
- **Company Secretary / General Queries:** csec@stlfasteners.com
- **Sales & Customer Queries:** marketing@stlfasteners.com

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

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

S. No.	Material Issue Identified	R/O	Rationale	Mitigation / Approach	Financial Implications
1	Climate Change	Risk & Opportunity	Evolving climate regulations, stakeholder expectations, and physical risks may impact operations, while the transition to low-carbon solutions presents growth opportunities	Adoption of renewable energy, energy efficiency measures, and climate-resilient infrastructure	Negative: Increased compliance costs and capex; Positive: Operational savings and enhanced brand reputation
2	Emissions Management	Risk & Opportunity	Increasingly stringent GHG and air emission norms may lead to regulatory and reputational risks if not addressed	Monitoring and reduction of Scope 1 & 2 emissions, process improvements, and emission control technologies	Negative: Risk of penalties and carbon costs; Positive: Cost savings from improved efficiency
3	Water Management	Risk & Opportunity	High water dependency and potential scarcity may disrupt operations and impact stakeholder perception	Implementation of water conservation, recycling, rainwater harvesting, and zero liquid discharge initiatives	Negative: Operational disruptions during shortages; Positive: Cost efficiency and improved water security
4	Diversity & Equal Opportunity	Opportunity	An inclusive and diverse workforce enhances innovation, employee engagement, and organizational reputation	Implementation of diversity policies, training programs, and inclusive hiring practices	Positive: Improved productivity, talent retention, and employer branding
5	Responsible Supply Chain	Risk & Opportunity	Growing expectations for ethical sourcing may pose risks if unmet, while strong practices improve competitiveness	Supplier code of conduct, audits, supplier engagement, and sustainable sourcing initiatives	Negative: Compliance and audit costs; Positive: Stronger supplier relationships and access to global markets
6	Community Engagement	Opportunity	Positive community relations support business continuity and reduce social risks	CSR initiatives focused on health, education, skill development, and community welfare	Positive: Strengthened social license to operate and long-term reputational benefits
7	Manufacturing Efficiency	Opportunity	Improving operational efficiency reduces resource consumption, emissions, and costs while enhancing competitiveness	Lean manufacturing, process optimization, and adoption of circular economy practices	Positive: Reduced operating costs and improved profitability

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	The Company periodically reviews and updates its policies with Board approval. Newly drafted policies are in the process of being reviewed and approved by the Board or appropriate committees to ensure proper governance before implementation.								
c. Web Link of the Policies, if available	Policies specified under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 are accessible on the Company's website, which can be accessed via the link below: https://stlfasteners.com/investors/ Rest of the Policies are available on Company's Intranet, accessible by all employees of the Company.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. Some of the policies extended to the value chain partners as well.								
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.	IATF 16949: 2016 ISO 45001: 2018 ISO 14001: 2015 ISO 9001: 2015 ISO 17025 ISO: 27001:2022								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Based on stakeholder feedback and material issues identified, the Company has established key focus areas for developing commitments, goals, and targets with defined timelines.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Sterling Tools Limited is actively strengthening its ESG performance across all operations. Detailed assessments have been conducted at all manufacturing units to evaluate the environmental and social footprint of the Company. A structured monitoring framework is in place, with regular progress reviews planned to ensure accountability against set targets.								
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	During the reporting period, the Company continued to integrate the principles of the National Guidelines on Responsible Business Conduct (NGRBCs) into its business practices and decision-making processes. Efforts were undertaken to address key environmental, social, and governance (ESG) priorities through responsible operational practices, stakeholder engagement, and continuous performance monitoring. The Company advanced its sustainability agenda by implementing initiatives aimed at environmental conservation, including the integration of solar energy across facilities to support the transition towards cleaner energy sources. Through its Corporate Social Responsibility (CSR) programmes, the Company contributed to community development by supporting education for differently abled children and promoting skill development initiatives to enhance livelihood opportunities. These efforts were supported by a strong governance framework focused on ethics, transparency, accountability, and regulatory compliance, reinforcing the Company's commitment to sustainable growth and long-term value creation for stakeholders.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The overall responsibility for implementing and overseeing the Company's Business Responsibility policies rests with the Chairman. The Chairman, supported by functional heads across operations, HR, environment, legal and finance, ensures that ESG principles are embedded in the Company's policies, processes and business decisions.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Chairman is responsible for the annual review of sustainability matters.								

10. Details of Review of NGRBCs by the Company:

Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Audit Committee, Risk Management Committee and Board review the performance of all policies and procedures either on annual basis or other appropriate periodic basis. Upon review, the effectiveness of existing policies is evaluated and any necessary adjustments to policies and procedures are implemented accordingly.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

11.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No, the Company has not appointed any external agency for this purpose so far, however, these have been evaluated internally.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

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

Essential Indicator

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 Key Managerial Personnel	4	• Economic Outlook • Business of the Company • Strategy discussion • Regulatory updates • Key Company Highlights • Industry Outlook	100%
Employees other than BoDs and KMPs	175	**The training programmes were broadly categorized into:** • **Behavioural Development Trainings-** 5S Awareness, Daily Work Management, Organizational Behaviour (OB) Adherence, Report Writing and Documentation, Work Instruction (WI) & SOP Development, Training and Coaching Skills, Statutory Compliance Awareness, and Workplace Discipline. • **Employee Health & Safety Trainings-** Occupational Health & Safety (OHSAS/ISO 45001) Awareness, Safe Handling of Instruments and Equipment, Chemical Handling and Testing Practices, Laboratory Safety, Hazard Identification, Risk Assessment, and Safe Working Practices in Manufacturing Operations. • **Quality Trainings-** IATF Awareness, ISO 9001:2015, CQI-9, CQI-11, CQI-12, Measurement System Analysis (MSA), Statistical Process Control (SPC), 7 QC Tools, APQP, PPAP, FMEA/PFMEA, Customer Specific Requirements, Control Plan Understanding, 8D Problem Solving, Failure Analysis, Quality Testing Requirements, NABL Requirements, Visual and Dimensional Inspection, Microstructure Checking, Rockwell Hardness Testing, Testing Machine Operations, and Product Quality Assurance. • **Technical Trainings-** ERP Systems, Advanced Excel, FIFO, Perpetual Inventory Management, Product and Raw Material Knowledge, Process Knowledge, Heat Treatment and Annealing Processes, Forging and Rolling Processes, Wire Drawing Process, Cold Forging Tooling and Fitment, Instrument Calibration and Repair, Testing Equipment Handling, Preventive and Predictive Maintenance, MTTR/MTBF, Troubleshooting Techniques, Contingency Planning, 4M Change Management, Bin Sorting in ASRS, and Fastener Testing.	100%

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
		• **Operational Excellence & Manufacturing Process Trainings –** Production Process Understanding, Process Control and Monitoring, Tooling Requirements, Rework Analysis, Continuous Improvement Practices, Productivity Enhancement, Material Flow Management, Inventory Control, and Manufacturing Best Practices.	
Workers	62	**The training programmes were broadly categorized into:** • **Behavioural Development Trainings -** Business Integrity & Ethics, Human Rights, Company Policies, Anti-Bribery and Corruption, Anti-Slavery and Human Trafficking, Code of Conduct, Equal Opportunity, HIV & AIDS, POSH, Prohibition of Forced Labour, Social Media Policy, Dojo Training. • **Employee Health & Safety Trainings -** Health & Safety and safe handling practices. • **Quality Trainings -** ISO 9001:2015, CQI-9, FMEA, PPAP, SPC, Microstructure Checking, Rockwell Hardness Checking, Dimension & Visual Inspection, Sample Preparation, Understanding Drawings & Control Plans, Heat Treatment/Annealing Process, Phosphate & HCl Checking, OB Adherence. • **Technical Trainings -** ERP, FIFO, Perpetual Inventory, Process Knowledge, Wire Drawing Process, MTTR/MTBF, Preventive & Predictive Maintenance, Tooling Requirements, Troubleshooting, Report Making, Product Raw Material Knowledge, and Handling of Instruments.	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 1	BSE	90,860	SOP fine	No
	Principle 1	NSE	90,860	SOP fine	No
Settlement	Nil				
Compounding fee					

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

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

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

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

The Company maintains a robust Anti-Corruption and Anti-Bribery Policy that reflects its unwavering commitment to ethical conduct, integrity, and transparency in all business dealings. The Company adopts a zero-tolerance stance against corruption, bribery, and all forms of unethical conduct. Robust internal controls are in place to ensure compliance at every level of the organisation. The policy is readily accessible to all employees through the Company's Intranet.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

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

Not Applicable

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	26	21

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	13%	11%
	b. Number of dealers / distributors to whom sales are made	142	133
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	32%	33%

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	0.01%	0.05%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	100%	79%

Leadership Indicator

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
20	Focused training sessions were conducted to enhance logistics quality, safety and compliance, covering material packaging, defect-free dispatches, vehicle load limits and regulatory certification requirements.	7%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has processes in place to avoid/ manage conflict of interests involving members of the Board. As such, the Board has robust procedure to approve such kind of transaction through Audit and Board Committees. In case of any probable conflict of interest, he/she has to make full disclosure of all the facts and circumstances thereof to the Board of Directors and the Audit Committee.

Further, the Code of Conduct of the Company has principles on management of conflict of interest to identify actual of potential conflict of interest of Company with its directors and employees, which may arise during the course of its business activities. The policy is available at Company's Intranet and can be accessed by all of its employee.

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
R&D	100%	100%	The Company invested in the upgradation of its Fatigue Machine Controller and testing software to enhance automated fatigue testing capabilities. The advanced system improves precision, data analytics, and testing efficiency, supporting robust product validation while reducing operational inefficiencies and resource consumption.
Capex	31.44%	26.00%*	The Company strengthened its environmental performance through investments in solar power systems across multiple plants, supporting the transition towards renewable energy and reducing dependence on conventional energy sources. Additional initiatives included the installation of effluent treatment and water recycling infrastructure, fume extraction systems, scrubbers, cooling towers, and energy-efficient chillers to enhance resource efficiency and environmental compliance. Further, the Company invested in workplace safety and hygiene by procuring emergency response equipment and mechanized cleaning systems, reinforcing its commitment to employee well-being and safe operations.

* The previous year's values have been revised and regrouped wherever required.

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

The Company systematically assesses its direct material suppliers and value chain partners on parameters such as reliability, product quality, and operational dependence to ensure consistent performance and supply chain efficiency.

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

As part of its standard practice, the Company evaluates all major direct material suppliers against broad parameters, including sustainable sourcing. Suppliers are required to comply with key requirements such as labour laws, human rights, occupational health and safety, environmental protection, and ethical business practices. The Company is further strengthening this approach by integrating comprehensive sustainability criteria into its vendor evaluation process.

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

Not applicable, as the Company operates in a B2B model supplying directly to OEMs, limiting its ability to reclaim products at end of life.

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)? If yes, provide details in the following format:**

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company has not conducted LCA for its products in the current reporting period.					

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product/Service	Description of the risk/concern	Action Taken
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).**

Indicate input material	Recycled or re-used input material to total material (by weight of the input material)	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Not applicable, as recycled materials are not reused in the Company's processes.		

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Battery waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable, as the Company directly supplies its products to the OEM customers' supplier; therefore, the Company has limited scope for reclaiming its products at the end of its life cycle.	

PRINCIPLE 3

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	415	415	100%	415	100%	-	-	-	-	-	-
Female	14	14	100%	14	100%	14	100%	-	-	14	100%
Total	**429**	**429**	**100%**	**429**	**100%**	**14**	**100%***	**-**	**-**	**14**	**100%***
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

*Employees covered under maternity benefits and day care facilities are disclosed as % of only female employees and not total employees.

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	227	227	100%	227	100.00%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**227**	**227**	**100%**	**227**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**
Other than Permanent workers											
Male	1234	1234	100%	1234	100%	-	-	-	-	-	-
Female	39	39	100%	39	100%	39	100%	-	-	-	-
Total	**1273**	**1273**	**100 %**	**1273**	**100%**	**39**	**100%***	**-**	**-**	**-**	**-**

*Workers covered under maternity benefits are disclosed as % of only female workers and not total workers.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the Company	0.11%	0.11%

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI*	3.96%	0.44%	Yes	7.7%	0.42%	Yes
Others-please specify	Nil	Nil	NA	Nil	Nil	NA

*Workers are covered as % of Total Permanent Workers only.

3. **Accessibility of workplaces**

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

Yes, the Company has put in place the necessary infrastructure to support the mobility and accessibility requirements of differently abled employees and workers, including facilities such as wheelchairs, elevators, and handrails. The premises and offices of the Company are substantially compliant with the Rights of Persons with Disabilities Act, 2016, and continuous efforts are being made to address any remaining gaps.

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

Yes, the Company has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016, which is available on Company's Intranet and accessible to all employees. The Company does not discriminate between employees and workers on the grounds of age, sex, color, caste, religion, nationality, language or marital status.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Paternity benefits are not available for male employees/workers of the Company. Hence this question is not applicable.			
Female	100%	NA	Maternity benefits are provided to all the female workers of the Company; however, no female workers are present for the financial years under review. Hence this question is not applicable.	
Total	**100%**	**-**	**-**	**-**

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has a comprehensive grievance redressal mechanism that is accessible to all categories of employees and workers, including permanent and other than permanent workers and employees. Suggestion boxes and complaint registers are strategically placed across facilities to encourage reporting. The mechanism ensures that all grievances are addressed in a prompt, fair and impartial manner, reinforcing the Company's commitment to an open and transparent workplace.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	2025-26 (Current Financial Year)			2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category I	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Not Applicable, since none of the employees/ workers are part of any union/association.			Not Applicable, since none of the employees/ workers are part of any union/association.		
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	415	132	31.81%	165	39.76%	380	259	68.16%	122	32.11%
Female	14	2	14.29%	4	28.57%	10	2	20%	-	-
Total	**429**	**134**	**31.24%**	**169**	**39.39%**	**390**	**261**	**66.92%**	**122**	**31.28%**
Workers*										
Male	227	227	100%	227	100%	236	236	100%	137	58.05%
Female	-	-	-	-	-	-	-	-	-	-
Total	**227**	**227**	**100%**	**227**	**100%**	**236**	**236**	**100%**	**137**	**58.05%**

* Only Permanent Workers are considered

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

Category*	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	415	415	100%	380	380	100%
Female	14	14	100%	10	10	100%
Total	**429**	**429**	**100%**	**390**	**390**	**100%**
Workers						
Male	227	227	100%	236	236	100%
Female	-	-	-	-	-	-
Total	**227**	**227**	**100%**	**236**	**236**	**100%**

*All the eligible employees and workers were considered for performance and career development reviews.

10. Health and safety management system:

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

As part of its integrated management approach, all Company plants are certified under ISO 45001, reflecting adherence to international occupational health and safety standards. This highlights the Company's commitment to ensuring the physical and mental well-being of its workforce. A comprehensive Health and Safety Policy supports this commitment and is made accessible to all employees via the Company's intranet to ensure awareness and transparency.

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

The Company prioritizes employee health and safety through a robust Hazard Identification and Risk Assessment (HIRA) framework. This proactive approach enables systematic identification and management of workplace risks. In line with ISO 45001 standards, risk assessments are conducted to identify hazards and implement mitigation measures. These are developed collaboratively by Manufacturing and Plant Heads and are regularly reviewed and updated to reflect changes in materials, processes, or facility layouts. Material Safety Data Sheets (MSDS) further support ongoing risk assessments and workplace safety.

c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

All Company sites have established incident and hazard reporting procedures to enable employees to identify and report unsafe conditions and take necessary action. Multiple channels, including safety observation tours, online reporting systems, safety training, and digital compliance tools, support effective risk reporting and management.

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

Yes, employees have access to non-occupational medical and healthcare services provided by the Company.

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

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

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

The health and safety of employees and workers is the Company's highest priority, and they are regarded as its most valuable asset. All plants are certified under ISO 45001 for Occupational Health and Safety Management Systems. In addition to the measures outlined above, the Company undertakes the following initiatives to ensure a safe and healthy work environment for employees, workers, and visitors:

i) **Training:** Regular training programs are conducted on first aid, stress management, fire safety systems, TPM, 5S principles, product quality, and technical skills.

ii) **Medical Rooms:** All facilities are equipped with medical rooms having essential emergency care equipment and medicines.

iii) **Mock Drills:** Periodic mock drills are conducted across units to ensure preparedness and effectiveness of safety measures.

iv) **Action Plans:** Structured action plans with phased implementation are developed to eliminate health, safety, and environmental risks.

v) **Safety Audits:** Internal safety audits are carried out regularly to monitor compliance and strengthen safety practices.

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety practices	100%, All Plants were assessed by statutory authorities
Working Conditions	

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

The Company is committed to providing a safe and transparent working environment for all employees. ESG implementation for STL is currently underway, and its outcomes will be effectively adopted in due course.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes. Employees covered under the Employees' State Insurance Act, 1948 (ESIC) are entitled to benefits under the ESIC scheme in the event of death.

For employees not covered under ESIC, the Company provides Group Personal Accident (GPA) and Group Medical Coverage (GMC) insurance, ensuring comprehensive financial protection and support for all permanent employees and their families.

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

The Company ensures that applicable statutory dues for direct material suppliers are duly deducted and deposited. It also aims to extend this coverage to additional suppliers in the coming financial years.

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

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

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

Yes, the Company supports employees approaching retirement or separation through a structured transition process. In cases of specific operational requirements, the Company may retain experienced employees on a case-to-case basis under mutually agreed arrangements, subject to performance review and organisational need.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	Majority of sourcing supplier assessment done through screening and regular compliance
Working conditions	

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

No significant risks or concerns were identified in the suppliers' self-assessment related to health, safety, and working conditions.

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.

Key Stakeholders are identified based on the degree to which they influence or are influenced by the Company's business decisions and their outcomes. The Company recognises the following as its primary stakeholder groups: Board of Directors, Employees and Workers, Investors and Shareholders, Customers, Suppliers, Government and Regulatory Bodies, Communities and Service Providers.

2. List stakeholders groups identified as key for our Company and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors	No	Board meetings, and Emails	Quarterly and need based	Compliance of law and strategic decision making
Employees & Workers	No	Monthly Review Meetings, Emails, Celebrations, SMS and Notice Board	Continuous process	Employee engagement activities, suggestions, Motivational Schemes, Celebrations, Motivational initiatives and performance review
Investors & Shareholders	No	Quarterly publication of results, Newspaper advertisements, Email, Website, Analysts/Investor Calls, Annual General Meetings, Stock Exchange intimations.	Periodic	Market developments, Disclosure of Corporate Results, Resolution of queries etc.
Customers	No	Call, mail, one-to-one meetings, conference, technical meetings, trials and events. Personal visits and Exhibitions	Continuous process	Quality and other terms and conditions
Suppliers	No	Meeting, mail, call & visit, face-to-face discussions, plant audits, PO, inspection, telephonic discussions, buyer net, internet and networking.	Continuous process	Delivery Schedule, Payment issues, Product related
Government and Regulatory Bodies	No	Official communication channels Regulatory audits/ inspections • Good governance	Continuous process	Compliances and Policy related matters
Communities	Yes	CSR Activities	Continuous process	Society, Health and Education related
Value Chain Partners (other than customers and suppliers)	No	Interaction through consultants & plant visits brokers - email & phone calls, mails	Monthly and Quarterly	Insuring Company assets against fire, earthquake, claim, settlement, premium, payment etc.

Leadership Indicators

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

   The Company maintains a continuous and proactive engagement with all major stakeholder groups, enabling effective communication of its strategy, performance, and commitments. Stakeholder consultations are facilitated by senior executives, business leaders, and key functional heads. Significant concerns and insights gathered from stakeholders are regularly presented to the Board for review and decision-making. The Board is kept informed of all material matters relating to economic, environmental, and social topics during Board meetings. The organization undertakes CSR initiatives in the areas of healthcare, education and skill development, promotion of sports, rehabilitation, and livelihood enhancement, with the objective of promoting sustainable community development and improving socio-economic well-being.

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

   Yes, stakeholder consultation forms an integral part of the Company's approach to identifying and managing environmental and social topics. Stakeholder feedback is actively incorporated into the Company's policy formulation and process design. This participatory approach ensures that the Company's decisions are well-informed, inclusive of diverse perspectives, and reflective of the concerns of those affected by its operations.

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

   The Company acknowledges its responsibility towards vulnerable and marginalised communities. Through its CSR programme, the Company engages with underprivileged communities via targeted initiatives spanning healthcare, education, livelihood support, and community welfare, ensuring that the concerns and needs of these groups are addressed in a meaningful and sustained manner.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category*	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees workers covered (D)	% (D/C)
Employees						
Permanent	429	429	100%	390	390	100%
Other than permanent	-	-	-	-	-	-
Total Employees	**429**	**429**	**100%**	**390**	**390**	**100%**
Workers						
Permanent	227	227	100%	236	236	100%
Other than permanent	1273	1273	100%	1199	1199	100%
Total Workers	**1500**	**1500**	**100%**	**1435**	**1435**	**100%**

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	415	-	-	415	100%	380	-	-	380	100%
Female	14	-	-	14	100%	10	-	-	10	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	227	-	-	227	100%	236	-	-	236	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	1234	684	55%	550	45%	1161	585	50%	576	50%
Female	39	30	77%	9	23%	38	25	66%	13	34%

3. **Details of remuneration/salary/wages**

a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	3	3,71,56,444	-	-
Key Managerial Personnel	-	-	1	15,02,004
Employees other than BoD and KMP#	412	6,57,558	13	6,24,180
Workers#	227	5,55,168	-	-

* Managing Director's remuneration considered in calculation of median remuneration of Board of Directors and not in Key Managerial Personnel (KMP).

Only Permanent employees and permanent workers are considered for calculation of median remuneration of employees and workers.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	1.66%	1.24%

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

Yes, the Company has a dedicated HR function that serves as the focal point for addressing human rights concerns at the workplace. The corporate HR department receives, investigates, and resolves issues related to human rights, while ensuring that no reprisal or retaliation is taken against any employee who raises a concern in good faith.

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

The Company has established the following internal mechanisms to ensure effective redressal of grievances related to human rights:

- **POSH Policy** (https://stlfasteners.com/assets/upload/investors/20240111111425-ilovepdf-merged-229522959512.pdf)
- **Grievance Redressal Policy** (https://stlfasteners.com/assets/upload/investors/20240111111425-stl-policy-whistle-blower-47947225169.pdf)
- **Vigil Mechanism/Whistle Blower Policy** (https://stlfasteners.com/assets/upload/investors/20240111111425-stl-policy-whistle-blower-47947225169.pdf)

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

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

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

The Company has implemented a comprehensive POSH (Prevention of Sexual Harassment) policy aligned with statutory requirements to ensure a safe, respectful, and inclusive workplace. An Internal Complaints Committee (ICC) is in place to address concerns related to harassment and discrimination, ensuring confidentiality, fair investigation, and protection against retaliation.

Additionally, a structured grievance redressal mechanism enables transparent and accessible reporting of concerns. Managed by a dedicated team, it ensures timely resolution, promotes open communication, and reinforces the Company's commitment to employee well-being and workplace equity.

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

Yes, all business agreements and contracts entered into by the Company include standard provisions requiring compliance with applicable laws, regulations, conventions, and internal policies, which encompass human rights requirements. This ensures that human rights standards are upheld across the Company's business relationships.

10. Assessments for the year:

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

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

No significant risks or concerns were identified.

Leadership Indicators

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

   The Company conducts periodic awareness initiatives to familiarize employees and workers with their rights and duties under applicable policies. No grievances or complaints were observed during the year.

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

   Throughout the year, the Company continued to incorporate human rights values into its workplace culture across all levels of the organization.

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?**

   The Company's premises/offices are largely accessible to differently abled visitors in addition to regular employees/workers.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	The Company assesses most sourcing suppliers using standardized evaluation criteria and forms.
Discrimination at workplace	
Child labour	
Forced/ Involuntary labour	
Wages	
Others-please specify	NA

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

   No significant risks or concerns were identified through the assessment of the specified value chain partners during the reporting period.

PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From Renewable sources		
Total electricity consumption (A) (In GJ)	10,563.30	9,079.51
Total fuel consumption (B) (In GJ)	-	-
Energy consumption through other sources (C) (In GJ)	-	-
Total energy consumption from renewable sources (A+B+C) (In GJ)	**10,563.30**	**9,079.51**
From Non-Renewable sources		
Total electricity consumption (D) (In GJ)	1,81,714.01	1,61,190.70
Total fuel consumption (E) (In GJ)	87,546.03	81,858.44
Energy consumption through other sources (F) (In GJ)	-	-
Total energy consumption from non- renewable sources (D+E+F) (In GJ)	**2,69,260.05**	**2,43,049.15**
Total energy consumed (A+B+C+D+E+F) (In GJ)	**2,79,823.35**	**2,52,128.65**
Energy intensity per rupee of turnover (GJ/INR Lakhs) (Total energy consumed/ Revenue from operations)	3.90	3.91

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Energy intensity per rupee of turnover adjusted for Purchasing power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	79.41	80.79
Energy intensity in terms of physical output (GJ/MT)	7.23	7.18
Energy intensity (optional) – the relevant metric may be selected by the entity		

*The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

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

No such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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

The Company does not operate any sites or facilities designated as Designated Consumers (DCs) under the Government of India's Performance, Achieve and Trade (PAT) Scheme. Accordingly, this disclosure is not applicable.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	34,549	38,626
(iii) Third party water	75,771	61,077
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**1,10,320**	**99,703**
Total volume of water consumption (in kiloliters)	**1,00,287**	**91,883**
Water intensity per rupee of Turnover (KL/INR Lakhs) (Water consumed / turnover)	1.40	1.43
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) *	28.46	29.44
Water intensity in terms of physical output (KL/MT)	2.59	2.62
Water intensity (optional) – the relevant metric may be selected by the entity		

*The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

** The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Water discharge by destination and level of treatment (in KL)		
(i) To surface Water	-	-
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
(ii) To Ground Water	-	-
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
(iv) Sent to third parties	10,033	7,820
- No treatment	-	-
- With treatment (please specify level of treatment)	10,033	7,820

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
(v) Others	-	-
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
Total water discharge (in KL)	**10,033**	**7,820**

* The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period

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

Yes, the Company has implemented a mechanism for Zero Liquid Discharge plant at Prithla and Bengaluru. Wastewater is treated through advanced processes, including Effluent Treatment Plant (ETP), Reverse Osmosis (RO), Multiple Effect Evaporator (MEE), and Mechanical Vapour Recompression Evaporator (MVRE), enabling its reuse within operations. The Company also takes several initiatives across all the plants to conserve and recycle water.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	MT	5.60	7.29
SOx	MT	2.35	3.33
Particulate matter (PM)	MT	33.23	48.40
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

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

No such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	7,853.85	7,755.97
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	35,838.04	32,551.57
Total Scope 1 and Scope 2 emissions intensity per rupee of Turnover (MtCO2e/INR Lakhs) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/ Rupees	0.61	0.63
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) *		12.40	12.92
Total Scope 1 and Scope 2 emission intensity in terms of physical output **(MtCO2e/MT)**		1.13	1.15
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

*The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

** The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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

Yes. The Company has undertaken renewable energy projects to reduce its greenhouse gas emissions through the installation of rooftop solar power plants across multiple facilities. During FY 2025-26, a 232 kWp rooftop solar plant was commissioned at the DLF plant becoming operational from September 2025 onwards and a 126 kWp rooftop solar plant at the WDU plant becoming operational from October 2025 onwards. In addition, a 625 kWp solar power plant was installed at Prithla plant. These initiatives contribute to reducing dependence on grid electricity and lowering the Company's Scope 2 greenhouse gas emissions.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	24.57	2.58
E-waste **(B)**	-	-
Bio-medical waste **(C)**	-	-
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	-	-
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	1,845.19	1,492.61
Other Non-hazardous waste generated **(H)**. Please specify, if any.	3,524.00	3,131.03
Total (A+B + C + D + E + F + G + H)	**5,380.26**	**4,626.22**
Waste intensity per rupee of turnover (MT/INR Lakhs) (Total waste generated / Revenue from operations)	0.08	0.07
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) *	1.53	1.48
Waste intensity in terms of physical output (MT Waste/MT physical output)	0.14	0.13
Waste intensity – Metric tonne / Total number of employees		
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	5,350.76	4,626.22
(ii) Re-used	8	0
(iii) Other recovery operations	-	-
Total	**5,358.76**	**4,626.22**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	35	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	**35**	**-**

*The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

** The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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's approach to waste management is anchored in the principles of Reduce, Reuse, and Recycle (3Rs), with waste minimisation at source as the primary objective. Continuous improvement programmes across all manufacturing facilities target the reduction of both hazardous and non-hazardous waste streams, which are tracked as key environmental performance indicators. All hazardous waste is handled in full compliance with applicable statutory requirements and disposed of through environmentally sound, legally authorised methods. Non-hazardous waste is channelled to Company-approved authorised recyclers to enable responsible resource recovery. The Company has also installed Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) at select facilities to treat and recycle process water for non-potable end uses, thereby reducing overall freshwater consumption and minimising liquid discharge.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant web link
The nature of business does not require EIA, 2006 assessment.					

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

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

Leadership Indicators

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

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

(i) Name of the area: 1) DLF Faridabad, 2) WDU, Ballabhgarh, 3) Kolar-Bengaluru, 4) Prithla - Palwal

(ii) Nature of operations: Manufacturing of cold tensile fasteners

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	34,549	38,626
(iii) Third party water	75,771	61,077
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	**1,10,320**	**99,703**
Total volume of water consumption (in kiloliters)	**1,00,287**	**91,883**
Water intensity per rupee of Turnover (KL/INR Lakhs) (Water consumed / turnover)	1.40	1.43
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) *	28.46	29.44
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment		
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
(iv) Sent to third-parties	10,033	7,820
- No treatment	-	-
- With treatment – please specify level of treatment	10,033	7,820
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	**10,033**	**7,820**

*The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update.

** The previous year's values have been revised and regrouped wherever required.

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 such assessment/evaluation/assurance was carried out by an external agency during the reporting period.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	During the reporting year, the Company initiated preliminary assessments of its Scope 3 emissions. Key emission categories are being identified based on relevance and data availability, and the Company is working towards establishing a structured framework for comprehensive Scope 3 accounting in the coming year.	The Company is yet to track Scope 3 emissions and is in the process of reviewing and deciding on its future course of action in this regard.
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Not Applicable

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
1	Installation of Solar Power Systems	Installed solar power systems across DLF, Prithla, and WDU plants to increase the share of renewable energy in operations and reduce dependence on grid electricity.	Increased renewable energy consumption, reduced reliance on conventional energy sources, and contributed to lowering Scope 2 greenhouse gas emissions.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary	Outcome of the initiative
2	Air Emission Control through Scrubbers and Fume Extraction Systems	Installed wet scrubbers, fume exhaust scrubbers, and fume extractor units at manufacturing facilities to capture particulate matter and process emissions before release into the atmosphere.	Improved air quality within and around facilities, enhanced compliance with environmental regulations, and reduced air pollutant emissions.
3	Effluent Treatment and Water Reuse Enhancement	Upgraded Effluent Treatment Plant (ETP) infrastructure through installation of UF membranes and RO systems at the Bangalore plant to improve wastewater treatment efficiency.	Enhanced wastewater treatment performance, increased water recovery and reuse, and reduced freshwater consumption and effluent discharge.
4	Energy-Efficient Cooling Infrastructure	Installed water-cooled chillers and cooling towers at DLF and Prithla plants to improve cooling efficiency and optimize energy consumption in manufacturing processes.	Reduced energy intensity of operations, improved process efficiency, and supported resource conservation initiatives.
5	Integrated Pollution Prevention Systems	Implemented a combination of scrubbers, fume extractors, and stack systems across facilities to strengthen environmental control measures for manufacturing operations.	Reduced environmental impact from industrial processes and improved operational compliance with emission control requirements.
6	Workplace Health and Safety Enhancement	Procured Self-Contained Breathing Apparatus (SCBA) equipment and mechanized scrubber driers to improve emergency preparedness, workplace hygiene, and employee safety.	Strengthened occupational health and safety measures, improved workplace cleanliness, and enhanced employee well-being.

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

The Company maintains a comprehensive Business Continuity and Disaster Management Plan covering a range of natural and operational emergency scenarios. The Plan addresses procedures for responding to fire emergencies, seismic events, medical emergencies, food safety incidents, and gas leakage situations. Defined response protocols, designated responsibilities, and regular drills are in place across facilities to ensure preparedness and minimise disruption to operations and personnel safety.

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.

The Company has not identified any significant adverse environmental impacts arising from its value chain. Key sourcing suppliers have been assessed, and the Company continues to work with its value chain partners to encourage environmentally responsible practices.

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

100% of sourcing suppliers were evaluated for their environmental performance and impacts.

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

a.	By the listed entity	Nil
b.	By the top ten (in terms of value of purchases and sales, respectively) value chain partners	At present, this information is not available, as no assessment has been carried out by the Company in this regard.

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: 3**

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Automotive Component Manufacturers Association of India (ACMA)	National
2	Society of Indian Automobile Manufacturers (SIAM)	National
3	Confederation of Indian Industry (CII)	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable. The Company has not received any adverse orders from regulatory authorities pertaining to anti-competitive conduct during the reporting period.		

Leadership Indicators

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

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company actively participates in shaping public policy through industry bodies, trade associations, and relevant forums. Suggestions and recommendations concerning the broader industry landscape as well as Company-specific concerns are presented through these channels. The Company engages constructively in various industry forums to provide its inputs on regulatory and policy matters.					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable. No projects undertaken by the Company in the current financial year required a Social Impact Assessment (SIA) under applicable laws.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable, as there were no projects requiring R&R.						

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

The Company has established a structured mechanism to receive and effectively address community grievances, as outlined below:

- The company maintains an Internal Grievance Redressal Committee to handle community grievances, forwarding issues to relevant departments.
- It actively conducts CSR activities to support local community needs near plant locations.
- The company encourages direct communication between Management and plant Operations, promoting transparency.
- It engages with local communities to address concerns and foster relations.
- The company focuses on the timely resolution of community issues to enhance community-company relations

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	The Company procures from vendors based on quality, cost, and delivery aspects. The Company strives for a fair, transparent, and inclusive, procurement process that provides equal opportunities for all suppliers.	
Directly from within India	98.27%	95.88%

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	-	-
Semi-Urban	-	-
Urban	87.48%	83.58%
Metropolitan	12.52%	16.42%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable, as there were no projects that required SIA based on applicable law in the current reporting year.	

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

S. No.	State	Aspirational District	Amount spent (In INR)
The Company has not undertaken any CSR projects in government-designated aspirational districts during the current reporting year. However, the Company is committed to expanding the geographic reach of its CSR initiatives in the coming years to include such districts.			

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

The Company does not currently have a formal policy in place; however, it actively engages local and small-scale vendors where feasible and is exploring opportunities to establish a structured inclusive procurement framework.

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

Not Applicable

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

Not Applicable

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

S. No	Intellectual property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable, as the Company does not own or use any intellectual property based on traditional knowledge, as indicated above.		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Healthcare	The benefits of the initiatives are extended to the entire community, however the exact numbers of persons benefitted are not available.	100%
2	Training and Education		100%
3	Promoting Sports		100%
4	Rehabilitation and Livelihood Opportunities particularly for disadvantaged sections of society		100%

PRINCIPLE 9

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

Essential Indicators

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

The Company has established structured mechanisms to receive and effectively address consumer complaints and feedback. As a B2B entity supplying components to Original Equipment Manufacturers (OEMs), the Company receives monthly supplier performance ratings from its OEM customers, evaluating performance across Quality, Cost, Delivery, Development, and Management (QCDDM) parameters. The Sales and Marketing team, in coordination with other relevant stakeholders, reviews these assessments to identify improvement areas and formulate corrective strategies. This feedback-driven approach enables the Company to continuously enhance its product and service standards.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Nil, as the Company is in B2B business, and the products are not meant for the end customers directly.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other – please specify	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced recalls	Nil	

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

Yes, the Company has a comprehensive framework and policy addressing cybersecurity risks and data privacy. The policy is available at the following web-link: https://stlfasteners.com/assets/upload/investors/20240705100233-14-373259091989.pdf

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

Not applicable, as the Company is not dealing with rendering the Essential services.

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**

Nil

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 Company's products and services is available through its official website. The web-link is: https://stlfasteners.com/

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

   The Company operates as a B2B supplier, delivering products directly to OEMs who assemble and distribute the final products to end users. Accordingly, the Company has limited involvement in educating end users on the safe and responsible use of its products.

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

   Not Applicable, as the Company does not provide essential services.

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

   Not applicable, as the Company supplies products exclusively to OEMs and does not have direct visibility of end users. However, the Company prioritizes customer satisfaction by capturing feedback through direct and indirect channels, addressing concerns through corrective actions. Customer satisfaction summaries are periodically reviewed by relevant stakeholders and management.