

Dated: September 08, 2026

To,
The Secretary, Listing Department,
BSE Limited,
Department of Corporate Services,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai – 400001.

The Secretary, Listing Department,
National Stock Exchange of India Limited,
Exchange Plaza, C/1, Block G,
Bandra Kurla Complex, Bandra (E),
Mumbai – 400051.

Scrip Code: 544405
ISIN: INE894V01022

Symbol: BELRISE
ISIN: INE894V01022

Sub: Business Responsibility and Sustainability Report for the Financial Year ended 31 March 2026

Ref: Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements Regulations), 2015

Dear Sir/ Madam,

In terms of above referred Regulations, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26.

The same is also available on the website of the Company at <https://belriseindustries.com/investor-relation> .

This submission is also available on the Company's website under the tab "Investor Relations" at <https://belriseindustries.com>.

You are requested to take the above on record.

Thanking you,

Yours faithfully
For Belrise Industries Limited



Siddhesh Mandke
Company Secretary and Compliance Officer
M. No. A20101

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

Sr. No.	Particulars	FY 2025-26
1.	NSE Symbol	BELRISE
2.	BSE Scrip Code	544405
3.	MSEI Symbol	NOTLISTED
4.	ISIN	INE894V01022
5.	Corporate Identity Number (CIN) of the Listed Entity*	L73100MH1996PLC102827
6.	Name of the Listed Entity	Belrise industries Limited
7.	Year of incorporation	26 th September, 1996
8.	Registered office address	D-39, MIDC Area, Waluj, Chh. Sambhajinagar - 431 136
9.	Corporate address	Office No. 501 & 502, 5 th Floor, Cello Platina, F.C. Road, Shivajinagar, Pune – 411005
10.	E-mail	complianceofficer@belriseindustries.com
11.	Telephone	0240-2551260
12.	Website	www.belriseindustries.com
13.	Financial year for which reporting is being done	1 st April, 2025 - 31 st March, 2026
14.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
15.	Paid-up Capital	4,449,395,960/-
16.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr.Siddhesh Mandake Designation: Company Secretary & Compliance Officer Telephone: 0240-2551260 Email id: complianceofficer@belriseindustries.com
17.	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)*	Disclosures made in this report are on a Standalone basis (On Voluntary basis)
18.	Whether the company has undertaken assessment or assurance of the BRSR Core?	No
19.	Name of assurance provider	NA
20.	Type of assurance obtained	NA

II. PRODUCTS/SERVICES

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Auto Component Systems	Business for manufacturing of Automobile Parts for Two-wheelers, Three-wheelers, Passenger Vehicles and Commercial Vehicles.	100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Manufacture of diverse parts and accessories for motor vehicles	29301	58.76%
2	Pressing, stamping and roll-forming of metal; powder metallurgy	25910	29.03%
3	Machining; treatment and coating of metals	29302	10.50%

III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	20	5	25
International	0	0	0

24. Markets served by the entity:

A. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	5

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

5.48%

C. A brief on types of customers

The Company primarily caters to Original Equipment Manufacturers (OEMs) of two, three, and four-wheeler vehicles and commercial vehicles within India as well as in international markets. Through its distribution network, the company's aftermarket division serves the Indian retail sector for coolants and small auto components.

IV. EMPLOYEES

25. Details as at the end of Financial Year:

A. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
EMPLOYEES								
1	Permanent (D)	1,798	1,708	94.99%	90	5.01%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total employees (D + E)	1,798	1,708	94.99%	90	5.01%	0	0.00%
WORKERS								
4	Permanent (F)	180	179	99.44%	1	0.56%	0	0.00%
5	Other than Permanent (G)	4,969	4,173	83.98%	796	16.02%	0	0.00%
6	Total workers (F + G)	5,149	4,352	84.52%	797	15.48%	0	0.00%

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B. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	1	1	100.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total employees (D + E)	1	1	100.00%	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	2	2	100.00%	0	0.00%	0	0.00%
6	Total workers (F + G)	2	2	100.00%	0	0.00%	0	0.00%

26. Participation/Inclusion/Representation of women

Particular	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	28.57%
Key Management Personnel	4	1	25.00%

27. Turnover rate for permanent employees and workers

Particular	Turnover rate in current FY 2025-26				Turnover rate in previous FY 2024-25				Turnover rate in the year prior to the previous FY 2023-24			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	24.38	37.50%	0.00%	25.00	23.87%	41.67%	0.00%	24.61%	27.13%	37.50%	0.00%	27.57%
Permanent Workers	2.75%	0.00%	0.00%	2.74%	3.21%	0.00%	0.00%	3.19%	0.52%	0.00%	0.00%	0.52%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**28. (a) Names of holding/subsidiary/associate companies/joint ventures**

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A; participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Badve Engineering Trading FZE	Subsidiary	100.00%	No
2	H-One India Private Limited	Subsidiary	100.00%	No
3	Belrise Defence & Aerospace Private Limited	Subsidiary	100.00%	No
4	SAS Belrise SDM, France	Subsidiary	100.00%	No
5	Belrise UK Holdings Limited, United Kingdom	Subsidiary	100.00%	No
6	Chester Hall Precision Engineering Pvt Ltd	Subsidiary	100.00%	No

*1. SAS Belrise SDM, France and Belrise UK Holdings Limited, United Kingdom are step-down subsidiaries. However, as there is no option available to select "Step-down Subsidiary" in the reporting portal, we have selected the "Subsidiary" option for both entities.

2. Chester Hall Precision Engineering Pvt Ltd is a step down subsidiary since April 2026.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

VI. CSR DETAILS

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

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in INR)	75,283,304,520.00
(iii) Net worth (in INR)	50,835,315,345.00

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	FY 2025-26			PY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	0	0	NA	0	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	0	0	NA	0	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA

*Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://belriseindustries.com/investor-relation
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Consumption & GHG Emissions	Risk and Opportunity	Manufacturing operations are energy-intensive and contribute to greenhouse gas (GHG) emissions. Increasing regulatory expectations and climate-related commitments may impact operational sustainability and compliance requirements.	Adoption of renewable energy sources, deployment of energy-efficient technologies, carbon footprint monitoring, and implementation of environmental management systems (ISO 14001).	Positive Implications
2	Waste Management & Circularity	Risk and Opportunity	Generation of industrial waste and by-products requires responsible waste handling, recycling, and regulatory compliance to minimize environmental impact.	Implementation of waste segregation practices, recycling initiatives, responsible disposal mechanisms, and circular economy programs.	Positive Implications
3	Water Usage & Effluent Management	Risk and Opportunity	Manufacturing processes require significant water consumption, leading to potential risks related to water scarcity and regulatory compliance.	Installation of water recycling systems, rainwater harvesting initiatives, and Zero Liquid Discharge (ZLD) facilities.	Positive Implications
4	Climate Change & Physical Risk	Risk and Opportunity	Climate-related events such as extreme weather conditions may disrupt operations, supply chains, and infrastructure.	Climate risk assessment, business continuity planning, resilient infrastructure development, and energy transition initiatives.	Positive Implications
5	Occupational Health & Safety (OHS)	Risk and Opportunity	Manufacturing activities expose the workforce to operational hazards, which may impact employee safety, productivity, and business continuity.	Strengthening EHS frameworks, conducting regular safety audits and workforce training, ensuring PPE compliance, and maintaining ISO 45001 systems.	Positive Implications

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Labor Practices & Workforce Welfare	Risk and Opportunity	A large workforce requires effective governance related to employee welfare, fair labor practices, diversity, and workplace safety.	Implementation of workforce welfare programs, fair wage policies, skill development initiatives, and anti-discrimination practices.	Positive Implications
7	Supply Chain Sustainability	Risk and Opportunity	Dependence on multiple suppliers may create ESG compliance, operational continuity, and reputational risks across the value chain.	Supplier ESG assessments, responsible sourcing frameworks, and increased focus on local sourcing and supplier engagement.	Positive Implications
8	Product Lifecycle Impact	Risk and Opportunity	Transition toward sustainable products, resource efficiency, and electric mobility requires continuous innovation and product adaptation.	Investment in R&D, development of sustainable and EV-compatible products, and strategic innovation partnerships.	Positive Implications
9	Regulatory Compliance & Governance	Risk and Opportunity	Evolving ESG disclosure requirements and regulatory expectations necessitate strong governance and compliance mechanisms.	Strengthening governance frameworks, ESG reporting systems, and internal audit and compliance monitoring processes including software based monitoring and BRSR core assurance in future years.	Positive Implications
10	Community Impact & CSR	Opportunity	Business operations impact local communities and require responsible stakeholder engagement and development initiatives.	Implementation of CSR initiatives focused on education, healthcare, livelihood development, community welfare and nature based solutions through tree plantations.	Positive Implications
11	Digitalization & Data Security	Risk and Opportunity	Increased adoption of digital technologies and smart manufacturing systems increases exposure to cybersecurity and data privacy risks.	Implementation of cybersecurity protocols, data protection systems, workforce awareness programs, and IT governance frameworks.	Positive Implications
12	Diversity, Equity & Inclusion	Opportunity	A diverse and inclusive workplace supports innovation, workforce engagement, and organizational resilience.	Implementation of diversity and inclusion policies, equal opportunity practices, and workforce sensitization initiatives.	Positive Implications

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Business Ethics & Transparency	Opportunity	Ethical business conduct and transparent governance practices are essential for stakeholder trust and regulatory compliance.	Strengthening code of conduct frameworks, ethics training, whistleblower mechanisms, and governance oversight systems, including regular board monitoring and reporting.	Positive Implications
14	Customer Satisfaction	Opportunity	Customer expectations regarding quality, service, and sustainability continue to evolve, influencing market competitiveness and business growth.	Strengthening customer engagement mechanisms, improving service quality, and enhancing responsiveness to customer requirements including adherence to respective ISO standards.	Positive Implications

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.

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Policy and management processes									
	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://belriseindustries.com/investor-relation								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes								
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes								
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our plants have the following international certificates set out for: ISO 9001:2015 - Products & Services Quality Management System IATF 16949:2016 - Automotive Industries Quality Management System Standard ISO 14001:2015 - Environmental Management System ISO 45001:2018 – Occupational Health & Safety Management System								

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Belrise Industries is committed to strengthening workplace health and safety, employee well-being, diversity, inclusion and human rights through ongoing training, awareness programs, audits and periodic reviews. The Company has also set a target to source 40% of its energy requirements from renewable sources by FY 2028-29 through open access arrangements, supporting its long-term climate action objectives. These initiatives are being implemented in a phased manner and are subject to regular monitoring and review.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has initiated the implementation of its ESG initiatives and commenced the procurement of solar and wind power. Progress against the defined targets will be monitored and reviewed periodically.

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Belrise Industries Limited, sustainability is an integral part of the way we conduct our business. We are committed to balancing business growth with environmental responsibility, social well-being, and strong corporate governance.

During the year, we continued our efforts to improve energy efficiency, increase the use of renewable energy, and strengthen our water and waste management practices. We are equally focused on providing a safe, healthy, and inclusive workplace while maintaining high standards of ethics, transparency, and compliance across our operations.

As ESG expectations continue to evolve, we recognize the need to adapt and improve continuously. We remain committed to adopting sustainable practices, embracing innovation, and working closely with our stakeholders to create long-term value while contributing to a more sustainable future.

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The overall responsibility for the implementation and oversight of Business Responsibility policies at Belrise Industries rests with the Board of Directors. The Board provides strategic direction and ensures that the company's policies are aligned with applicable regulations and ESG principles.

Operational oversight is supported by Executive Director and Senior management, who are responsible for implementing these policies across various functions and monitoring compliance on a day-to-day basis. Regular updates and reviews are conducted to ensure effective implementation and continuous improvement in line with the company's business responsibility objectives.

We have already formed a ESG Steering Committee and all respective Departmental Heads are the member of Committee. This Committee works under the guidance of Executive Directors.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

9 Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No/NA).

No

10 Details of Review of NGRBCs by the Company

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

Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	Quarterly								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	At regular intervals as or when required								

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

No

If yes, provide name of the agency.

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

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

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	6	1. Code of Conduct 2. Sustainability 3. Business Development	100.00%
Key Managerial Personnel	6	1. Code of Conduct 2. Sustainability 3. Business Development	100.00%
Employees other than BoD and KMPs	468	1. Code Of Conduct 2. Anti Bribery and Anti-Corruption 3. Health and Safety 4. Human Rights 5. POSH 6. Environmental Compliance 7. Customer Interactions	50.00%
Workers	377	1. Code Of Conduct 2. Anti Bribery and Anti-Corruption 3. Health and Safety 4. Human Rights 5. POSH 6. Environmental Compliance	30.00%

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- 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**

Monetary

Sr. No.	Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	Penalty/ Fine	NA	NA	NA	NA	NA
2	Settlement	NA	NA	NA	NA	NA
3	Compounding fee	NA	NA	NA	NA	NA

Non-Monetary

Sr. No.	Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	Imprisonment	NA	NA	NA	NA	NA
2	Punishment	NA	NA	NA	NA	NA

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

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	NA	NA

- 4. Does the entity have anti-corruption or anti-bribery policy? (Yes/No)**

Yes

If Yes, provide details in brief

Yes, Our Anti-Bribery and Anti-Corruption Policy with a zero-tolerance approach towards bribery, corruption, kickbacks, and facilitation payments. The policy applies to all employees, directors, subsidiaries, intermediaries, and business partners across all locations of operation. It mandates ethical business conduct, accurate record-keeping, compliance monitoring, employee protection against retaliation, and reporting mechanisms for suspected misconduct. Oversight of the policy is governed by the Board of Directors and implemented through management and HR functions. The Policy is available on the website of company.

<https://belriseindustries.com/investor-relation#Policy>

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

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

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

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

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

During the reporting period, the Company did not receive any complaints, nor were any fines, penalties, regulatory actions, law enforcement proceedings, or judicial actions initiated against the Company in relation to cases of corruption or conflicts of interest. Consequently, no corrective or remedial action was required or undertaken during the reporting period.

8. Number of days of accounts payables in the following format:

Particular	FY 2025-26	PY 2024-25
Number of days of accounts payables	70	58

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	PY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	33.48%	38.48 %
	b. Sales (Sales to related parties as % of Total Sales)	18.67%	27.98%
	c. Loans & advances given to related parties as % of Total loans & advances	100%	39.73%
	d. Investments in related parties as % of Total Investments made	95.03%	99.97%

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LEADERSHIP INDICATORS

1. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No)

Yes

If Yes, provide details of the same.

Yes, We have established a formal Conflict of Interest Policy to identify, disclose, manage, and mitigate actual, potential, or perceived conflicts of interest involving Directors, Key Managerial Personnel, employees, and other associated persons. The policy requires periodic and event-based disclosures of conflicts, including financial interests, related-party relationships, outside engagements, and business associations. Disclosed matters are reviewed by the Legal, Compliance, or Ethics Committee, and appropriate mitigation measures such as recusal from decision-making, reassignment of responsibilities, enhanced oversight, or divestment of conflicting interests are implemented wherever necessary. The policy also provides for confidentiality, record keeping, non-retaliation, and disciplinary action in cases of non-compliance.

PRINCIPLE 2

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

This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.

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.**

Particular	FY 2025-26	PY 2024-25	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	0	0	NA

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

Yes

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

17%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

(a) Plastics (including packaging)	The Company currently does not have an end-of-life product recovery program. However, we are evaluating suitable processes for product reuse, recycling, and responsible disposal in line with evolving business and regulatory requirements.
(b) E-waste	
(c) Hazardous waste	
(d) other waste	

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4. a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No)

Yes

b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes

c If not, provide steps taken to address the same

NA

PRINCIPLE 3

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

This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,708	0	0.00%	1,616	94.61%	0	0.00%	1,229	71.96%	0	0.00%
Female	90	0	0.00%	81	90.00%	79	87.78%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1,798	0	0.00%	1,697	94.38%	79	4.39%	1,229	68.35%	0	0.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	179	0	0.00%	179	100.00%	0	0.00%	179	100.00%	0	0.00%
Female	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	180	0	0.00%	180	100.00%	1	0.56%	179	99.44%	0	0.00%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Other than permanent workers											
Male	4,173	4,173	100.00%	4,173	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	796	796	100.00%	796	100.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	4,969	4,969	100.00%	4,969	100.00%	0	0.00%	0	0.00%	0	0.00%

Note:- 1. Other permanent workers (Contract labors) are covered by the Employees' State Insurance Corporation (ESIC), where they are covered by Health Insurance and Accident Insurance.

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

Particular	FY 2025-26	PY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.13%	0.13%

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

Benefits	FY 2025-26			PY 2024-25		
	No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	100.00%	100.00%	Yes	100.00%	100.00%	Yes

Note-Retirement benefits are provided to all employees and workers in accordance with applicable statutory requirements and eligibility criteria.

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?

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

Yes, Our Equal Opportunity and Non-Discrimination framework aligned with the principles of the Rights of Persons with Disabilities Act, 2016. The Company is committed to providing equal employment opportunities to differently abled persons without discrimination in recruitment, training, promotion, compensation, or other employment practices.

The policy includes commitments towards:

Equal opportunity and fair treatment for persons with disabilities.

Workplace accessibility measures and reasonable accommodation support.

Non-discriminatory hiring and career development practices.

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Supportive work environment, including flexibility and assistance based on employee needs.

Compliance with applicable legal and regulatory requirements relating to persons with disabilities.

However, the detailed Equal Opportunity Policy is part of the company's internal policies and is not publicly available on its website.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

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

Category	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Employees and Workers can raise concerns at both Plant and Corporate levels through their line manager, HR, designated officials, confidential reporting channels, or the POSH Committee, as applicable.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2025-26			PY 2024-25		
	Total employees/workers in respective category (A)	No.of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No.of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1,798	0	0.00%	1,925	0	0.00%
Male	1,708	0	0.00%	1,839	0	0.00%
Female	90	0	0.00%	86	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	180	180	100.00%	185	185	100.00%
Male	179	179	100.00%	184	184	100.00%
Female	1	1	100.00%	1	1	100.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY 2025-26					PY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,708	694	40.63%	681	39.87%	1,839	863	46.93%	564	30.67%
Female	90	50	55.56%	39	43.33%	86	43	50.00%	28	32.56%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	1,798	744	41.38%	720	40.04%	1,925	906	47.06%	592	30.75%

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Category	FY 2025-26					PY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No. (F)	%
		(B)	(B/A)	(C)	(C/A)		(E)	(E/D)		(F/D)
Workers										
Male	4,325	1,116	25.64%	398	9.15%	3,345	1,531	45.77%	557	16.65%
Female	797	191	23.96%	89	11.17%	388	259	66.75%	129	33.25%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	5,149	1,307	25.38%	487	9.46%	3,733	1,790	47.95%	686	18.38%

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

Category	FY 2025-26			PY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Employees						
Male	1,708	1,607	94.09%	1,839	1,514	82.33%
Female	90	89	98.89%	86	44	51.16%
Other	0	0	0.00%	0	0	0.00%
Total	1,798	1,696	94.33%	1,925	1,558	80.94%
Workers						
Male	4,325	232	5.33%	3,345	386	11.54%
Female	797	26	3.26%	388	100	25.77%
Other	0	0	0.00%	0	0	0.00%
Total	5,149	258	5.01%	3,733	486	13.02%

10. Health and safety management system**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)**

Yes

If Yes, the Coverage such systems?

Yes. We have implemented an Occupational Health and Safety (OHS) Management System across all our manufacturing plants, operational facilities, and offices. The system provides a structured framework for identifying workplace hazards, assessing and mitigating risks, preventing occupational injuries and illnesses, ensuring emergency preparedness, complying with applicable statutory requirements, promoting the use of personal protective equipment (PPE), and continuously monitoring occupational health and safety performance.

The OHS Management System applies to all employees, contract workers, and other personnel working at our premises. It is supported through regular safety inspections, risk assessments, internal audits, incident reporting and investigation, corrective and preventive actions, safety awareness initiatives, and periodic training programs to strengthen the safety culture across the organization.

We remain committed to providing a safe and healthy workplace by continually enhancing our occupational health and safety practices, encouraging employee participation, and driving continual improvement in health and safety performance across all our operations.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

We identify work-related hazards and assess occupational health and safety (OHS) risks through a structured safety management system covering both routine and non-routine operations. Our risk management framework includes workplace inspections, Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), machine and equipment safety assessments, incident and near miss reporting, safety audits, preventive maintenance programs, and periodic statutory compliance reviews. For non-routine activities such as maintenance shutdowns, confined space entry, work at height, hot work, and contractor-led operations, we implement a robust Permit-to-Work (PTW) system, task-specific risk assessments, supervision protocols, and emergency preparedness measures to effectively identify, control, and mitigate potential risks. We promote active employee participation in occupational health and safety through regular safety training programs, toolbox talks, behavioral safety initiatives, safety committee meetings, and structured Corrective and Preventive Action (CAPA) tracking. These practices enable continuous improvement in workplace health and safety performance, strengthen our safety culture, and reinforce our commitment to providing a safe and healthy work environment across all our operations.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2025-26	PY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	Employees	2	1
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	2	0
	Workers	0	0

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

To ensure a safe and healthy work environment, Belrise has implemented a comprehensive Occupational Health and Safety (OHS) framework across all its manufacturing plants and operational facilities. The key measures undertaken are as follows:

1. **Occupational Health and Safety Framework:** We have established a comprehensive OHS framework focused on hazard identification, risk assessment, incident prevention, statutory compliance, and continual improvement.
2. **Hazard Identification and Risk Management:** Regular safety inspections, internal and external safety audits, Gemba walks, Toolbox Talks (TBTs), Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), and incident investigations are conducted to proactively identify and mitigate workplace risks.
3. **Engineering and Operational Safety Controls:** Machine guarding, interlocks, emergency stop systems, and Permit-to-Work (PTW) procedures for high-risk activities are implemented to minimize operational hazards and ensure safe working practices.

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4. Safety Governance and Compliance: Safety Committees periodically review safety performance, monitor corrective and preventive actions, and ensure compliance with the Factories Act, 1948, and other applicable statutory requirements.
5. Emergency Preparedness: Fire protection systems, emergency response plans, mock drills, and first-aid facilities are maintained to ensure preparedness for emergency situations.
6. Employee Health and Safety: Appropriate Personal Protective Equipment (PPE), periodic health check-ups, safety training, and awareness programs are provided to employees and contract workers to promote occupational health and safe work practices.
7. Workplace Management: Good housekeeping through 5S practices, preventive maintenance, and continuous monitoring of workplace conditions helps maintain a safe, clean, and disciplined work environment.
8. Safety Culture: Safety awareness is reinforced through the observance of Safety Week, Safety Month, and other engagement initiatives that encourage employee participation and strengthen the organization's safety culture.

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

Particular	FY 2025-26			PY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	267	2	NA	168	6	NA
Health & Safety	103	0	NA	118	2	NA

14. Assessment for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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.

To address safety-related risks identified through inspections, audits, and risk assessments, the Company implemented corrective measures including installation of safety sensors, two-hand operating controls, machine guards, safety gates, and photo sensors on critical equipment. Older press machines were replaced with pneumatic press machines to enhance operator safety. The Company also strengthened workplace safety through improved electrical safety, proper gangway markings, periodic EHS Committee reviews, provision of appropriate PPE, regular health and safety training, and employee health check-up programs. These measures are regularly monitored to support continual improvement in occupational health and safety performance.

LEADERSHIP INDICATORS**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

- (A) Employees (Y/N): Yes
- (B) Workers (Y/N): Yes

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 4

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

This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.

ESSENTIAL INDICATORS

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

The Company follows a structured process to identify its key stakeholder groups based on the nature of its operations, business impact, and stakeholder influence. Stakeholders are identified by assessing individuals and groups who are affected by the Company's activities or have the ability to influence its business performance. The identification process considers factors such as impact, influence, dependency, responsibility, and level of engagement. Key stakeholder groups include employees and workers, customers, suppliers, regulatory authorities and local communities. The stakeholder mapping is reviewed periodically to ensure it remains relevant and enables the Company to effectively address stakeholder expectations and support informed decision-making.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Details of Other Channels of communication	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employees and Workers	No	Email, Meeting, Training Sessions, Notice Board	Daily and as required	Employee and Workers well-being, health & safety, career development, performance, workplace culture, grievances, training.
2	Customers	No	Meetings, Emails, Customer Audits, Technical discussions	Ongoing, dependent on customer needs	New Business Offers, Product quality, timely delivery, innovation, sustainability performance, compliance, customer satisfaction.
3	Suppliers & Vendors	No	Supplier meetings, Emails, Audits, Vendor Portal	Regularly and as required	Responsible sourcing, quality, delivery, ESG compliance, ethical business practices, capacity building, payment-related matters.
4	Communities	Yes	Community meetings, CSR Programs	As and when required	CSR Projects
5	Government & Regulatory Authorities	No	Newspaper, Email, Disclosures	As per statutory requirements	Legal compliance, environmental regulations, labor laws, taxation, licenses, permits, statutory reporting, Listing Regulations and Companies Act 2013.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 5**Businesses should respect and promote Human Rights.**

This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.

ESSENTIAL INDICATORS

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

Category	FY 2025-26			PY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1,798	547	30.42%	1,925	309	16.05%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	1,798	547	30.42%	1,925	309	16.05%
Workers						
Permanent	180	89	49.44%	185	37	20.00%
Other than permanent	4,969	1,387	27.91%	3,548	58	1.63%
Total Workers	5,149	1,476	28.67%	3,733	95	2.54%

2. **Details of minimum wages paid to employees and workers**

Category	FY 2025-26					PY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent	1,798	0	0.00%	1,798	100.00%	1,925	0	0.00%	1,925	100.00%
Male	1,708	0	0.00%	1,708	100.00%	1,839	0	0.00%	1,839	100.00%
Female	90	0	0.00%	90	100.00%	86	0	0.00%	86	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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Category	FY 2025-26					PY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Workers										
Permanent	180	0	0.00%	180	100.00%	185	0	0.00%	185	100.00%
Male	179	0	0.00%	179	100.00%	184	0	0.00%	184	100.00%
Female	1	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	4,969	3,123	62.85%	1,846	37.15%	3,548	2,706	76.27%	842	23.73%
Male	4,173	2,704	64.80%	1,469	35.20%	3,161	2,368	74.91%	793	25.09%
Female	796	419	52.64%	377	47.36%	387	338	87.34%	49	12.66%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Category	Male		Female		Other	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	5	0	2	0	0	0
Key Managerial Personnel	3	53,28,000	1	4,04,64,000	0	0
Employees other than BoD and KMP	1,708	5,16,000	90	3,42,000	0	0
Workers	179	5,21,011	1	3,81,733	0	0

Note: Median Remuneration of workers are considered on the basis of Permanent Workers.

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

Particulars	FY 2025-26	PY 2024-25
Gross wages paid to females (Gross wages paid to females as % of total wages)	5.87	5.88

Gross wages paid to females are considered on the Basis of total Employees

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

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

The Company has established a structured grievance redressal mechanism to address human rights-related concerns in a fair, transparent, and timely manner. Employees and other stakeholders can raise grievances through designated reporting channels, including reporting to managers, the Human Resources function,

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the Legal & Compliance team, or senior management, with assurance of confidentiality and protection against retaliation. The Company also has an Internal Committee constituted under the Prevention of Sexual Harassment (POSH) Act to address complaints relating to workplace harassment. All grievances are reviewed, investigated where necessary, and resolved in accordance with the Company's policies and applicable laws. These mechanisms are supported by regular awareness programs and reinforce the Company's commitment to upholding human rights, fostering an inclusive workplace, and maintaining the highest standards of ethics and integrity.

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

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

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

Particulars	FY 2025-26	PY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00%	0.00%
Complaints on POSH upheld	0	0

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

The Company has a robust framework to protect complainants in cases of discrimination and harassment and maintains a zero-tolerance approach towards any form of retaliation. Complaints may be reported through designated grievance channels, including the Internal Committee constituted under the Prevention of Sexual Harassment (POSH) Act, 2013, with assurance of confidentiality and impartial handling. Access to case-related information is restricted to authorized personnel, and all complaints are investigated in accordance with established policies and applicable laws. Where required, appropriate interim measures are implemented to safeguard the complainant during the investigation. The Company also conducts regular awareness and sensitization programs to promote a respectful, inclusive, and discrimination-free workplace while encouraging employees to report concerns without fear of adverse consequences.

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

Yes

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10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	0.00%
Forced/involuntary labor	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%

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

We have not conducted any formal assessments as referred to in Question 10 during the reporting period. Accordingly, no significant risks or concerns were identified, and no corrective actions were required in this regard.

However, the Company continues to maintain its existing systems and processes to monitor operations and ensure compliance with applicable standards, while remaining committed to undertaking such assessments in the future as part of its continuous improvement approach.

PRINCIPLE 6

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

This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.

ESSENTIAL INDICATORS

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

Parameter	FY 2025-26 In Gigajoules	PY 2024-25 In Gigajoules
From renewable sources		
Total electricity consumption (A)	40,491.02	28,449.34
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	40,491.02	28,449.34
From non-renewable sources		
Total electricity consumption (D)	1,48,669.39	1,36,792.92
Total fuel consumption (E)	88,371.19	87,996.54
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	2,37,040.58	22,4789.46
Total energy consumed (A+B+C+D+E+F)	2,77,531.60	2,53,238.80
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000036865	0.0000038406

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Parameter	FY 2025-26 In Gigajoules	PY 2024-25 In Gigajoules
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	NA	NA
Energy intensity in terms of physical Output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

No

If yes, name of the external agency.

NA

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? (Yes/No)**

No

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.

NA

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

Parameter	FY 2025-26	PY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0.00	0.00
(ii) Groundwater	62,435.60	56,286.40
(iii) Third party water	1,70,693.00	1,58,938.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	2,33,128.60	2,15,224.40
Total volume of water consumption (in kiloliters)	1,53,147.18	1,08,105.40
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000020343	0.0000016395
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No)

No

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4. Provide the following details related to water discharged:

Parameter	FY 2025-26	PY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	69,440.42	76,659.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	69,440.42	76,659.00
(ii) To Groundwater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	6,100.00	17,556.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	6,100.00	17,556.00
(v) Others	4,441.00	12,904.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	4,441.00	12,904.00
Total water discharged (in kiloliters)	79,981.42	1,07,119.00

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

No

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

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	PY 2024-25
NOx	ug/m ³	17.00	16.43
SOx	ug/m ³	12.07	12.40
Particulate matter 10 (PM)	ug/m ³	41.04	34.68
Particulate matter 2.5 (PM)	ug/m ³	15.01	10.40
Volatile organic compounds (VOC)	ug/m ³	0.00	0.00
Hazardous air pollutants (HAP)	ug/m ³	0.00	0.00

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

No

If yes, name of the external agency.

NA

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

Parameter	Unit	FY 2025-26	PY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ eq	5,643.18	5,512.22
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ eq	29,320.91	26,964.81
Total Scope 1 and Scope 2 emission intensity per rupee of turnover			
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ eq / INR	0.0000004644	0.0000004925
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	tCO ₂ eq / INR	NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ eq	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ eq	NA	NA

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

No

If yes, name of the external agency.

NA

*Source of emission factors used –IPCC Guidelines.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/No)

Yes

If Yes, then provide details.

Yes. The Company has implemented multiple initiatives to reduce greenhouse gas (GHG) emissions through increased use of renewable energy and energy efficiency improvements. Key initiatives include procurement of solar and wind power, resulting in a significant reduction in grid electricity consumption, installation of LED high-bay lighting, servo-controlled air compressors, and optimization of the compressed air system through leakage reduction and machine-level isolation valves. Additional energy conservation measures include automatic machine power shut-off, timer-based controls for lighting and exhaust blowers, single-point switching for shop floor utilities, and installation of SVG controllers to improve power factor. These initiatives have contributed to lower electricity consumption, enhanced operational efficiency, and reduced the Company's overall GHG emissions.

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

Particulars	FY 2025-26	PY 2024-25
Total Waste generated (in metric tons)		
Plastic waste (A)	337.57	398.65
E-waste (B)	0.20	0.18
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	1.10	0.85
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	89.18	108.89
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	13,635.70	15,092
Total (A+B + C + D + E + F + G + H)	14,063.75	15,600.57
Waste intensity per rupee of turnover	0.0000001868	0.0000002366
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)

Category of waste	FY 2025-26	PY 2024-25
(i) Recycled	109.49	198.28
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	109.49	198.28

For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)

Category of waste	FY 2025-26	PY 2024-25
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	11970.61	13,290.22
Total	11,970.61	13,290.22

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

No

If yes, name of the external agency.

NA

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

The Company has implemented a structured waste management system across its manufacturing facilities, with a focus on waste minimization, segregation, recycling, and environmentally compliant disposal. Waste is segregated at source into hazardous and non-hazardous categories, stored in designated areas, and disposed of through authorized recyclers and waste management agencies in accordance with applicable environmental regulations. Hazardous wastes, including used oil, paint sludge, chemical residues, and contaminated waste, are handled, stored, transported, and disposed of in compliance with statutory requirements.

The Company continuously undertakes initiatives such as process optimization, preventive maintenance, 5S and good housekeeping practices, scrap recycling, and leak prevention to minimize waste generation. Regular employee training on waste management, chemical handling and related safety issues, environmental compliance further strengthens responsible manufacturing practices and supports the Company's commitment to pollution prevention and environmental stewardship.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
1	NA			

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

Sr. No.	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
1	NA					

13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 7

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

This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner and avoid engaging in activities that could undermine the public interest or the democratic process.

ESSENTIAL INDICATORS

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

10

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Automotive Component Manufacturers Association of India (ACMA)	National
3	IMC Chamber of Commerce and Industry (IMC)	National
4	Society of Indian Defence Manufacturers (SIDM)	National
5	All India Induction Furnaces Association(AIIFA)	National
6	The Federation of Indian Industry (FII)	National
7	Maharashtra Chamber of Commerce and Industry (MCCI)	State
8	Chamber of Marathwada Industries and Agriculture (CMIA)	State
9	Pune International Center (PIC)	State
10	STEEL MANUFACTURERS ASSOCIATION OF MAHARASHTRA (SMAM)	State

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.

Sr. No.	Name of authority	Brief of the case	Corrective action taken
1		NA	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 8**Businesses should promote inclusive growth and equitable development.**

This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.

ESSENTIAL INDICATORS

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

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
1	NA					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	NA					

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

Our Company has established mechanisms to receive and address grievances from the community in a structured and responsible manner. Community members can raise concerns through designated communication channels such as local site offices, community representatives, and outreach programs conducted by the company. All grievances received are recorded, reviewed, and addressed in a timely manner through a defined redressal process. The company engages with concerned stakeholders to understand the issue, take appropriate corrective action, and communicate the resolution transparently. These mechanisms are supported by regular community engagement initiatives, which help in building trust, encouraging open dialogue, and ensuring that concerns are addressed effectively. Through this approach, Belrise remains committed to maintaining positive relationships with the communities in which it operates.

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

Percentage of input material (inputs to total inputs by value) sourced from suppliers:	FY 2025-26	PY 2024-25
Directly sourced from MSMEs/ small producers	20.83%	14.46%
Sourced directly from within the district and neighbouring districts	99.76%	99.64%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Particular	FY 2025-26	PY 2024-25
1. Rural	100%	100%
2. Semi-urban	0%	0%
3. Urban	0%	0%
4. Metropolitan	0%	0%

(Place to be categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan)

LEADERSHIP INDICATORS

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

Sr. No.	State	Aspirational District	Amount spent (In million)
1	Maharashtra	Pune	0.075
2	Pan India	Pan India	46.60
3	Maharashtra	Chhatrapati Sambhajnagar	20.00
4	Pan India	Pan India	0.17
5	Uttarakhand	Pantnagar	0.255
6	Maharashtra	Dhule	0.80
7	Maharashtra	Chhatrapati Sambhajnagar	5.00

PRINCIPLE 9

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

This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.

ESSENTIAL INDICATORS

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

Belrise Industries has established structured mechanisms to receive and address customer complaints and feedback in a timely and effective manner. Customers can share their concerns through designated channels such as customer support teams, official communication platforms, and direct engagement with company representatives. All complaints and feedback are systematically recorded and reviewed, with defined processes in place for investigation and resolution. The company ensures that each concern is addressed within a reasonable timeframe, with appropriate corrective and preventive actions taken where necessary. Additionally, feedback from customers is regularly analyzed to identify areas for improvement in products and services. This helps Belrise enhance customer satisfaction, maintain product quality, and strengthen long-term relationships with its customers.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable. The Company operates under a B2B business model and provides products/services directly to its customers.
Safe and responsible usage	
Recycling and/or safe disposal	

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

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

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

Particular	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy

The Company has an internal IT Policy and framework addressing cybersecurity and risks related to data privacy. As the policy is an internal document, it is not publicly available and therefore no web link is provided.

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.

NA

7. Provide the following information relating to data breaches**a. Number of instances of data breaches along-with impact**

0

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

0.00 %

c. Impact, if any, of the data breaches

NA