



August 18, 2026

BSE Limited

Corporate Relationship Department,
1st Floor, New Trading Ring,
Rotunda Building, P.J. Towers,
Dalal Street, Fort, Mumbai - 400 001

BSE Scrip Code: 509874

ISIN: INE849C01026

National Stock Exchange of India Limited

Exchange Plaza, 5th Floor,
Plot No. C/1, G- Block
Bandra Kurla Complex, Bandra (E),
Mumbai – 400051

NSE Symbol: SHALPAINTS

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2025-26.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) of the Company for the Financial Year 2025-26, which also forms part of the Annual Report of the Company for FY 2025-26, submitted to the Exchanges vide our intimation dated August 18, 2026.

This is for your information and records.

Thanking You,

Yours faithfully,

For Shalimar Paints Limited

Snehal Saboo

Company Secretary & Compliance Officer

Membership No. A49811



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

FY 25-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24222HR1902PLC065611
2.	Name of the Listed Entity	Shalimar Paints Limited
3.	Year of incorporation	1902
4.	Registered office address	Stainless Centre, 4th Floor, Plot No. 50, Sector -32, Gurugram, Haryana - 122001
5.	Corporate address	Olethia Business Spaces, Plot No. A-184 and A-185, Road No. 16Z, Opposite Ashar IT Park, Wagle Industrial Estate, Thane (West) - 400604
6.	E-mail	askus@shalimarpaints.com
7.	Telephone	1800 103 6509
8.	Website	www.shalimarpaints.com
9.	Financial year for which reporting is being done	FY 2025-2026
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE)
11.	Paid-up Capital	167422356 INR
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Ms. Snehal Saboo Company Secretary & Compliance Officer Contact No.: 1800 103 6509 E-mail: askus@shalimarpaints.com
13.	Reporting boundary - standalone or consolidated basis	Standalone
14.	Name of assurance provider / assessor	-
15.	Type of assurance / assessment obtained	-

Note: The Howrah plant is currently non-operational, and as a result, only electricity consumption metrics are recorded for this location.

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
1	Manufacturing	Shalimar Paints is involved in the development, manufacturing, marketing, and distribution of a comprehensive range of paints and coatings. The company caters to a wide variety of customers, offering products designed to meet the specific requirements of different market segments.	95 %

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

S. No.	Product/Service	NIC Code	% of total Turnover
1	Manufacturing (Emulsion, Enamels, Distemper, Primer, Epoxy, Marine Coats, Zinc Rich Coatings, Aluminum)	39073010	95 %



III. Operations

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

	Number of plants	Number of offices	Total
National	4*	1	5
International	0	0	0

* The Howrah Plant is the only one out of these 4 plants that is not operational.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	22 states + 1 UTs
International (No. of Countries)	2

b. Contribution of exports as a percentage of the total turnover of the entity: 0.95%

c. A brief on types of customers

Shalimar Paints engages in the development, production, marketing, and distribution of a broad spectrum of paints and coatings. The company serves a diverse array of customers by providing products that are specifically crafted to address the unique needs of various market segments.

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)	556	533	95.87 %	23	4.14 %
2.	Other than Permanent (E)	25	22	88 %	3	12 %
3.	Total employees (D + E)	581	555	95.53 %	26	4.48 %
WORKERS						
1.	Permanent (F)	43	43	100 %	0	0 %
2.	Other than Permanent (G)	436	429	98.4 %	7	1.61 %
3.	Total workers (F + G)	479	472	98.54 %	7	1.47 %

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)	0	0	0 %	0	0 %
2.	Other than Permanent (E)	0	0	0 %	0	0 %
3.	Total differently abled employees (D + E)	0	0	0 %	0	0 %
DIFFERENTLY ABLED WORKERS						
1.	Permanent (F)	0	0	0 %	0	0 %
2.	Other than Permanent (G)	0	0	0 %	0	0 %
3.	Total differently abled workers (F + G)	0	0	0 %	0	0 %



21. Participation/Inclusion/Representation of women

	Total (A)	No. of Females (B)	% of females (B/A)
Board of Directors	7	1	14.29 %
Key Management Personnel	2	1	50 %

22. Turnover rate for permanent employees and workers

Particulars	2025 - 26			2024 - 25			2023 - 24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	48.49%	36.37%	48.02%	50.14%	72.35%	51.02%	26.84%	21.21%	26.61%
Permanent Workers	26.27%	0%	26.27%	5.10%	0%	5.10%	41.81%	50%	43.28%

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

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

S. No.	Name (A)	Holding/Subsidiary/ Associate/JV	% shares held	Participates in BR initiatives?
1	Hella Infra Market Limited	Holding	0 %	No
2	Shalimar Adhunik Nirman Limited	Subsidiary	99.99 %	No
3	IM Inicio Projects Private Limited (Formerly Eastern Speciality Paints & Coatings Private Limited)	Subsidiary	100 %	No

VI. CSR Details

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

(ii) Turnover (in Rs.): 5661658161 INR

(iii) Net worth (in Rs.): 2376573333 INR

Note: Shalimar Paints does not fall under the obligation of CSR as per Section 135 of the Companies Act, 2013

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	Grievance Mechanism (Y/N)	Web-link for policy	Current FY: Filed	Current FY: Pending	Current FY: Remarks	Previous FY: Filed	Previous FY: Pending	Previous FY: Remarks
Communities	Yes	Yes. All the stakeholders' complaints are registered through the given email-id (askus@shalimarpaints.com) which is provided to all the stakeholders to raise any complaints or concerns	0	0	-	0	0	-
Investors (other than shareholders)			0	0	-	0	0	-
Shareholders			2	0	-	1	0	-
Employees and workers			0	0	-	2	0	-



Stakeholder group	Grievance Mechanism (Y/N)	Web-link for policy	Current FY: Filed	Current FY: Pending	Current FY: Remarks	Previous FY: Filed	Previous FY: Pending	Previous FY: Remarks
Customers			0	0	-	1	1	Order was passed against us before District Consumer Disputes Redressal Commission, Pathankot. Thereafter, we filed an appeal against the said Order before the State Consumer Disputes Redressal Commission, Chandigarh.
Value Chain Partners			0	0	-	0	0	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Waste Management	Risk	Implementing stringent protocols for handling hazardous waste in business operations is crucial to ensuring the health and well-being of employees while protecting the surrounding environment from potential threats. Adopting comprehensive waste management strategies enables businesses to mitigate risks and maintain compliance with regulatory standards.	- Develop and implement a comprehensive waste management plan. - Regularly monitor waste management practices and conduct internal audits to identify opportunities for improvement and ensure compliance with waste handling regulations. - Establish emergency response preparedness, including a contingency action plan for addressing and mitigating emergency situations. - Follow a safe design plan and adhere to Occupational Health and Safety standards.	Negative implications: - Costs associated with fines or penalties due to non-compliance with waste disposal regulations. - Environmental contamination resulting from improper waste disposal practices. - Adverse effects on the health of employees, workers, and surrounding communities.
2	Water Management	Risk	Paint manufacturing involves a substantial consumption of water, making its prudent use and disposal paramount. It is essential to manage wastewater disposal in strict compliance with environmental regulations to ensure proper treatment and sustainability.	- Perform regular water audits to track and optimize water usage, identifying areas of inefficiency. - Install systems for the treatment and recycling of wastewater. - Upgrade equipment and refine processes to reduce water consumption and minimize wastage. - Deploy robust wastewater treatment systems that meet regulatory standards prior to discharge, thereby preventing the pollution of water bodies.	Negative Implications: - Incurring fines or penalties for failing to comply with wastewater treatment and disposal regulations. - Public health risks associated with contaminated water, potentially leading to the spread of waterborne diseases.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Health & Safety	Risk & Opportunity	Risk: The nature of paint manufacturing involves handling hazardous chemicals, substances, and machinery, which can pose significant health risks, bodily injuries, and complications if not properly managed. Opportunity: By adopting proactive health and safety measures, the company can diminish accident-related costs and mitigate potential legal liabilities. Moreover, prioritizing health and safety can spur innovation in manufacturing processes, resulting in enhanced operational efficiency.	- Conducting thorough risk assessments to identify potential health and safety hazards associated with the manufacturing process, as well as the storage and handling of raw materials. - Instituted mandatory safety training for all workers, contractors, and visitors. This training ensures that everyone is aware of potential risks and adheres to safe working practices to maintain a secure environment.	Positive Implications: - Reduction in work-related injuries and incidents. - Enhanced productivity due to a safe and healthy workplace. - Strengthened brand image and reputation through commitment to safety. Negative Implications: - Non-compliance with health and safety regulations may result in fines, penalties, or legal expenses. - An increase in work-related accidents can disrupt operations, causing production delays and additional costs.
4	GHG Emissions	Risk	Greenhouse gas (GHG) emissions are a major factor in climate change and global warming. As a paint manufacturing company, substantial GHG emissions can further accelerate environmental changes. It is essential to adhere to stringent regulations and targets aimed at reducing GHG emissions, ensuring strict compliance with environmental standards.	- Perform detailed assessments to pinpoint and measure the sources and quantities of greenhouse gas (GHG) emissions. - Implement strategies to improve energy efficiency, thereby decreasing emissions.	Negative implications: Non-compliance with emission standards can lead to fines/penalties.
5	Human Rights	Opportunity	By prioritizing and upholding human rights, the company can bolster its reputation as a socially responsible and ethical entity. Compliance with human rights standards not only aids in meeting regulatory requirements but also helps prevent potential legal issues.	- Conduct comprehensive training for employees and workers on human rights issues to enhance awareness and understanding. - Implement a robust grievance redressal mechanism to efficiently address and resolve concerns or issues related to human rights. - Demonstrate an ongoing commitment to improvement through regular reviews and updates of human rights policies and strategies, ensuring alignment with best practices and regulatory standards.	Positive Implications: Strengthening human rights practices can enhance the company's ethical image, improve employee morale, fortify relationships with customers and suppliers, and promote sustainable growth.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Code of Conduct	Opportunity	A well-defined code of conduct fosters ethical practices and responsible behavior, thereby enhancing the brand's image and ensuring compliance with applicable laws and regulations.	- Conduct regular reviews and updates of the code of conduct policy to ensure its relevance and effectiveness. - Implement training programs for all employees to promote ethical behavior and adherence to company standards. - Perform internal audits to identify and rectify any potential compliance issues, ensuring ongoing integrity and accountability.	Positive Implications: - Implementing good governance practices, including transparency, accountability, and strong ethical guidelines, can enhance investor confidence. - These practices offer long-term benefits, contributing to the company's sustained success and stability.
7	Chemical Safety and Management	Risk & Opportunity	Risk: The handling of chemicals within a paint manufacturing setting poses substantial safety risks for employees and potential environmental threats if not managed appropriately. Opportunity: By prioritizing chemical safety, the company is positioned to invest in research and development aimed at producing paints with reduced or eliminated harmful chemicals. Effective management of chemical safety not only mitigates accident and environmental impact risks but also supports long-term sustainability and profitability.	- Develop and implement robust safety protocols for the handling, storage, and disposal of chemicals. - Provide regular training and awareness sessions on safe practices and emergency procedures. - Perform comprehensive assessments of suppliers to ensure compliance with safety and environmental standards. - Establish proper waste management procedures for chemical by-products. - Pursue external certifications and adhere to industry standards concerning chemical safety and responsible management	Negative Implications: - Accidents, spills, or improper disposal of chemicals may lead to regulatory fines, legal liabilities, and significant financial repercussions. - Failure to comply with regulations can result in fines, penalties, and potential legal actions. Positive Implications: - Emphasizing chemical safety and responsible management bolsters the company's brand image as a socially responsible organization. This focus can foster increased customer loyalty, attract positive media attention, and garner support from stakeholders.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1- P9 are given below:

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner



Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
1. b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
1. c. Web Link of the Policies, if available	SPL's policies relating to our external stakeholders can be viewed on the website at https://www.shalimarpaints.com/investors-relations/codes-and-policies . Our policies relating to our employees, internal stakeholders are available on Company's intranet.								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes, the policies have been communicated to the relevant stakeholders. The Code of Conduct for the Directors and Senior Management Team, Policy on disclosure of material events or information along with other Policies are in full compliance with statutory requirements.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 Quality Management System ISO 140001:2015 Environmental Management System ISO 45001:2018 Occupational Health and Safety Management System ISO/IEC 17025:2017 Accredited Laboratory								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The entity is in the process of finalizing its ESG goals and targets, demonstrating a solid commitment to embedding sustainable practices within its operations. Although specific objectives aligned with the nine principles are currently being developed, the entity is dedicated to setting and advancing these benchmarks soon. This effort aims to ensure meaningful and transparent progress in fulfilling our environmental and social responsibilities.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The entity is in the final stages of defining its specific ESG commitments and targets. Once these are established, we will provide clear updates and detailed explanations, along with strategic plans to enhance our performance.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Shalimar Paints maintains its unwavering commitment to sustainability, acknowledging its responsibility to both the planet and future generations. Guided by our 'People-First' philosophy, we embed sustainability into our fundamental business strategies to enhance efficiency and drive long-term value. Our primary aim is to mitigate environmental, social, and governance impacts while striving for a brighter future. We believe that inclusivity and collaboration with all stakeholders are vital for the successful implementation of sustainability initiatives. Unified by a common purpose, we empower our workforce to deliver superior outcomes, embodying the vision of 'Together for a Better Tomorrow.' In alignment with ESG principles, Shalimar Paints is dedicated to lowering its carbon footprint, amplifying its social impact, and upholding integrity and transparency across all operations. For us, sustainability is not merely an option but an essential pillar of our growth and success. We place significant emphasis on social impact, with a focus on enhancing the well-being of our employees and the communities we serve.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board/Managing Director & Chief Executive Officer (MD & CEO) is responsible for the implementation and oversight of the Business Responsibility Policy(ies). Name - Mr. Kuldip Raina Designation - Managing Director & Chief Executive Officer (MD & CEO) Email ID - kuldip.raina@shalimarpaints.com								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues?	Yes, the company's risk management committee adheres to a comprehensive risk management policy. This policy utilizes a structured methodology to identify both internal and external risks related to sustainability, with particular emphasis on risks associated with environmental, social, and governance (ESG) factors.								



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Yes, the company routinely reviews its policies on an as-needed basis. During this assessment process, the effectiveness of each policy is evaluated, and any necessary modifications to policies and procedures are implemented to ensure continued efficacy.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y									

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The company conducts regular internal evaluations of its policy effectiveness. An independent assessment of the processes and compliance measures is scheduled for the upcoming financial year to ensure robust governance and adherence to standards.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	N.A.						No	N.A.	
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							No		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							No		
It is planned to be done in the next financial year (Yes/No)							Yes		
Any other reason (please specify)							-		

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.

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year

Segment	Total training programmes held	Topics / principles covered and its impact	% of persons covered
Board of Directors	2	Recent amendments in PIT Regulations and Introduction to NFRA Compliances	100 %
Key Managerial Personnel	1	POSH Awareness and recent amendments, New Labour Law Code	100 %
Employees other than BoD and KMPs	37	Product Knowledge, POSH, Industrial Manufacturing Process, Labour Law	100 %
Workers	5	Importance PPE's, Types of Hazards, Unsafe Act & conditions precautionary actions, Fire hydrant pump Operation and fire fighting techniques.	5.22 %



2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings, in the financial year:

Monetary

	NGRBC Principle	Regulatory/enforcement	Amount (INR)	Brief of Case	Appeal preferred?
Penalty/Fine	NIL	NA	0	NA	No
Settlement	NIL	NA	0	NA	No
Compounding fee	NIL	NA	0	NA	No

Non-Monetary

	NGRBC Principle	Regulatory/enforcement	Brief of Case	Appeal preferred?
Imprisonment	NIL	NA	NA	No
Punishment	NIL	NA	NA	No

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred:

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
NA	NA

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

Yes. Shalimar Paints incorporates its Anti-Corruption and Anti-Bribery (ABAC) policy within the comprehensive Code of Conduct, available on the Company's intranet. This policy establishes a formal channel for employees to report any unethical conduct, suspected fraud, or breaches of the Company's ethical standards. This initiative underscores the Company's dedication to maintaining the highest levels of integrity and transparency, fostering a fair and ethical workplace. Employees are encouraged to actively engage with this policy to uphold our core values.

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

	2025-26	2024-25
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	2025-26		2024-25	
	Number	Remarks	Number	Remarks
Complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Complaints received in relation to issues of Conflict of Interest of the KMPs				

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

During the reporting period, no fines, penalties, or actions were imposed by any regulator, law enforcement agency, or judicial institution in relation to cases of corruption or conflicts of interest. Accordingly, no corrective actions were required or are currently underway. The Company is committed to maintain high standards of governance, ethical conduct, and regulatory compliance.



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

	2025-26	2024-25
Number of days of accounts payables	167	130

9. Openness of business - concentration of purchases and sales with trading houses, dealers, and related parties:

Parameter	Metrics	2025-26	2024-25
Concentration of Purchases	Purchases from trading houses as % of total purchases	34.96 %	33.64 %
	Number of trading houses where purchases are made from	140	117
	Purchases from top 10 trading houses as % of total purchases from trading houses	53.36 %	58.79 %
Concentration of Sales	Sales to dealers / distributors as % of total sales	66 %	57.06 %
	Number of dealers / distributors to whom sales are made	7047	6670
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7.2 %	7.84 %
Share of RPTs in	Purchases with related parties / Total Purchases	0.32 %	1.69 %
	Sales to related parties / Total Sales	1.26 %	0.75 %
	Loans & advances given to related parties / Total loans & advances	100 %	-
	Investments in related parties / Total Investments made	100 %	99.97 %

PRINCIPLE 2:

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

1. Percentage of R&D and capex investments in specific technologies to improve environmental/social impacts:

	2025-26	2024-25	Details of improvements in environmental and social impacts
Sustainable R&D %age	11.11 %	1.12 %	The company strengthened its sustainable portfolio by developing and commercializing over 16 high solids and direct-to-metal coatings designed to reduce solvent use and improve application efficiency, and by introducing two waterborne products.
Sustainable Capex %	0.02 %	2.43 %	

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

Shalimar Paints recognizes the strategic importance of sustainable sourcing in fostering responsible and resilient supply chains. While formal procedures for sustainable sourcing are yet to be established, the Company is committed to advancing this priority by exploring frameworks and best practices that align with our sustainability goals. We view this as a key area for future development and are actively working toward integrating sustainable sourcing principles into our procurement processes.

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

Not Applicable. Since the Company is still in the process of building specific procedures for sustainable sourcing, we are currently unable to determine or report the percentage of inputs that were sourced sustainably.

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

Shalimar Paints remains committed to environmental stewardship through responsible waste management and innovation in sustainable products. Plastic waste is systematically sent to certified recycling facilities, while electronic waste (E-waste) is disposed of through authorized recyclers to ensure safe and compliant handling. The Company also adheres strictly to hazardous waste disposal regulations, holding valid authorizations from respective State Pollution Control Boards (SPCBs) and engaging approved vendors for disposal.

In addition, our in-house R&D facility is actively engaged in developing environmentally friendly technologies. Key initiatives include the formulation of high-volume solid products, water-based eco-friendly paints, and direct-to-metal coatings that reduce the need for multiple application layers. Furthermore, recyclable materials such as cardboard cartons and bags are regularly sent to recycling units, reinforcing our holistic approach to waste reduction and sustainability.



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.

Shalimar Paints acknowledges its responsibility under the Extended Producer Responsibility (EPR) framework for plastic packaging. In alignment with CPCB guidelines, the Company has implemented a structured waste collection and management plan to ensure compliance.

Key components of this plan include:

- **Establishment of collection infrastructure** to facilitate efficient recovery and recycling of plastic waste.
- **Awareness initiatives** aimed at educating stakeholders on responsible disposal practices.
- **Partnerships with authorized waste management agencies** to ensure environmentally sound processing.
- **Regular reporting and compliance** submissions through the CPCB's centralized EPR portal.

These measures reflect our commitment to sustainable operations and regulatory compliance in line with national environmental standards.

PRINCIPLE 3:

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

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

Category	Total (A)	Health No.	Health %	Accident No.	Accident %	Maternity No.	Maternity %	Paternity No.	Paternity %	Day Care No.	Day Care %
Permanent employees											
Male	533	533	100%	533	100%	0	0%	533	100%	533	100%
Female	23	23	100%	23	100%	23	100%	0	0%	23	100%
Total	556	556	100%	556	100%	23	4.14%	533	95.87%	556	100%
Other than Permanent employees											
Male	22	22	100%	22	100%	0	0%	22	100%	22	100%
Female	3	3	100%	3	100%	3	100%	0	0%	3	100%
Total	25	25	100%	25	100%	3	12%	22	88%	25	100%

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

Category	Total (A)	Health No.	Health %	Accident No.	Accident %	Maternity No.	Maternity %	Paternity No.	Paternity %	Day Care No.	Day Care %
Permanent workers											
Male	43	43	100%	43	100%	0	0%	43	100%	43	100%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	43	43	100%	43	100%	0	0%	43	100%	43	100%
Other than Permanent workers											
Male	429	429	100%	429	100%	0	0%	0	0%	429	100%
Female	7	7	100%	7	100%	7	100%	0	0%	7	100%
Total	436	436	100%	436	100%	7	1.61%	0	0%	436	100%

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

	2025-26	2024-25
Cost incurred on well- being measures as a % of total revenue of the company	0.17 %	0.25 %



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

Category	2025-26: Employees %	2025-26: Workers %	2025-26: Deducted/ deposited	2024-25: Employees %	2024-25: Workers %	2024-25: Deducted/ deposited
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	95.7%	100%	Yes	99.76%	100%	N.A.
ESI	0.86%	100%	Yes	0.25%	100%	Yes

3. Accessibility of workplaces - Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the premises of Shalimar Paints are fully accessible to differently abled employees and workers, in compliance with the Rights of Persons with Disabilities Act, 2016. The company actively fosters an inclusive work environment that supports all employees. To achieve this, we have implemented all necessary measures to enhance accessibility, including the installation of ramps and strategic signage throughout our facilities. This commitment underscores Shalimar Paints' dedication to creating a supportive and inclusive workplace for everyone.

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

Yes, our company proudly serves as an "equal opportunity employer" and is committed to upholding a comprehensive policy of equal opportunities in alignment with the Rights of Persons with Disabilities Act, 2016. This policy is an integral part of our Code of Conduct and can be accessed through the company's intranet, ensuring transparency and accessibility for all employees.

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

	Employees: Return to work	Employees: Retention	Workers: Return to work	Workers: Retention
Male	100%	100%	Not applicable	Not applicable
Female	100%	100%	No Female worker	No Female worker
Total	100%	100%	NIL	

6. Is there a mechanism available to receive and redress grievances for employees and workers? If yes, give details:

Category	If Yes, then give details of the mechanism in brief
Permanent Workers	The company has instituted a comprehensive grievance redressal system designed to address concerns from all categories of employees and workers. A dedicated email channel, hrd@shalimarpaints.com , is available for raising any issues or complaints, providing direct communication with top management and the Head Human Resources for swift resolution. Furthermore, a specialized committee is established to manage issues related to the Prevention of Sexual Harassment (POSH), ensuring a respectful and secure workplace. This system underscores our dedication to fostering an open, inclusive, and supportive work environment.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	2025-26: Total (A)	2025-26: In union (B)	2025-26: %(B/A)	2024-25: Total (C)	2024-25: In union (D)	2024-25: %(D/C)
Total Permanent Employees	556	0	0%	577	0	0%
Male	533	0	0%	556	0	0%
Female	23	0	0%	21	0	0%
Total Permanent Workers	43	0	0%	56	0	0%
Male	43	0	0%	56	0	0%
Female	0	0	0%	0	0	0%



8. Details of training given to employees and workers:

Category	2025-26: Total (A)	2025-26: H&S No.	2025-26: H&S %	2025-26: Skill No.	2025-26: Skill %	2024-25: Total (D)	2024-25: H&S No.	2024-25: H&S %	2024-25: Skill No.	2024-25: Skill %
Employees										
Male	555	555	100%	500	90.1%	588	588	100%	475	80.79%
Female	26	26	100%	22	84.62%	27	21	77.78%	13	48.15%
Total	581	581	100%	522	89.85%	615	609	99.03%	488	79.35%
Workers										
Male	472	472	100%	430	91.11%	605	605	100%	605	100%
Female	7	7	100%	7	100%	6	6	100%	6	100%
Total	479	479	100%	437	91.24%	611	611	100%	611	100%

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

Category	2025-26: Total (A)	2025-26: No.(B)	2025-26: %(B/A)	2024-25: Total (C)	2024-25: No.(D)	2024-25: %(D/C)
Employees						
Male	555	555	100%	588	588	100%
Female	26	26	100%	27	27	100%
Total	581	581	100%	615	615	100%
Workers						
Male	472	43	9.12%	605	56	9.26%
Female	7	0	0%	6	0	0%
Total	479	43	8.98%	611	56	9.17%

10. Health and safety management system:

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

Yes, the organization has successfully implemented a comprehensive Health and Safety Management System to ensure a secure and healthy working environment for its employees. The key components include:

I. EHS Policy

- Establishment of a robust and well-defined Environment, Health, and Safety (EHS) policy.
- Commitment to maintaining high standards of safety and environmental responsibility.

II. Hazard Identification and Risk Assessment

- Regular identification of workplace hazards.
- Risk assessment procedures to prevent accidents and health issues.

III. Legal and Regulatory Compliance

- Ongoing compliance with relevant occupational health and safety laws and regulations.

IV. Training and Awareness

- Continuous training programs for employees.
- Raising awareness about health and safety protocols to ensure adherence to safe practices.

V. Incident Reporting and Investigation

- Structured processes for reporting, investigating, and analyzing incidents.
- Focus on preventing the recurrence of incidents.

VI. Safety Work Permit System

- Management of potentially hazardous work activities through a permit system.
- Covers general work, hot work, confined space work, and solvent unloading.
- Risk assessments conducted to ensure safety measures are in place before work begins.



VII. VOC Monitoring

- Deployment of an advanced Volatile Organic Compounds (VOC) monitoring system.
- Continuous monitoring for harmful airborne substances.
- Prompt detection and response to any alarming levels.

VIII. Annual EHS Audit

- Execution of an annual Environmental, Health, and Safety (EHS) audit.
- Ensures compliance with safety protocols and environmental regulations.
- Identification of opportunities for continuous improvement.

IX. Spillage Control

- Proactive measures to capture and minimize spillage incidents.
- Monitoring and timely response to mitigate negative impacts on employees and the environment.
- Promotion of responsible resource management.

This comprehensive approach demonstrates the organization's commitment to maintaining the highest standards of health and safety for both its employees and the environment, reflecting a dedication to continuous improvement and excellence in occupational safety practices.

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

At Shalimar, we identify work-related hazards and assess risks by conducting a Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), the entity prioritizes workplace safety by employing a dynamic and multi-faceted approach to identifying work-related hazards and assessing risks, both routinely and non-routinely.

Routine Hazard Management:

- Scheduled Inspections: Safety officers conduct regular inspections, proactively identifying potential hazards to maintain a secure work environment.
- Proactive Hazard Identification: Utilizing an Abnormality Register and the Unsafe Condition & Unsafe Act Identification Register, supported by G-Forms, enhances our hazard detection and mitigation efforts.
- Task Analysis: Job Safety Analysis (JSA) is utilized to systematically evaluate tasks, uncover risks, and establish safe work procedures.
- Employee Feedback Channels: Robust systems—comprising forms, digital platforms, and direct communication—facilitate employee reporting of hazards.
- Collaborative Safety Meetings: Regular meetings with a multidisciplinary Safety Committee ensure thorough review and discussion of hazard reports and assessments.
- Maintenance Protocols: Ongoing maintenance of equipment and inspection of safety devices and personal protective equipment (PPE) guarantee operational safety.
- Work Permit and Safety Checklists: Our work permit system, enhanced with detailed safety checklists, fortifies our standard hazard identification processes.

Non-Routine Risk Strategies:

- Pre-Task Safety Evaluation: Before commencing non-routine tasks, detailed planning and risk evaluations are conducted to identify and mitigate specific hazards.
- Innovative Process Assessments: When introducing new technologies or methodologies, comprehensive risk assessments are performed, ensuring potential hazards are anticipated and controlled.
- Incident and Near-Miss Analysis: Investigations into incidents and near-miss events provide critical insights into root causes, guiding preventative measures.
- Adaptive Change Management: Structured procedures are in place to assess the risks associated with organizational or operational changes.
- Emergency Preparedness: Regular emergency drills and simulations help us uncover potential hazards and enhance our emergency response plans.
- Expert Consultations: Engaging external safety experts for specialized assessments addresses complex risks with precision.

Together, these elements form a cohesive system of continuous risk evaluation and mitigation, underpinning our commitment to a safe and healthy workplace.



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

Yes, the Company utilizes a structured process called the “Abnormality Register” to document and record any instances of abnormalities within its operations. This formal mechanism facilitates the prompt reporting and documentation of deviations from the norm or unexpected occurrences. By implementing the Abnormality Register, the entity ensures that all irregularities are effectively logged, enabling thorough analysis, appropriate remedial actions, and continuous improvement of overall operations.

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

Yes, the Company provides a comprehensive Medclaim Policy to all its dedicated employees and workers, ensuring essential health coverage and protection. This initiative reflects the company's steadfast commitment to the well-being and welfare of its hardworking workforce, acknowledging the importance of safeguarding against unexpected medical expenses. By offering this vital benefit, the entity cultivates a supportive and caring work environment while empowering team members to concentrate fully on their professional responsibilities, confident that their health needs are adequately addressed.

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

Safety Incident/Number	Category	2025-26	2024-25
Lost Time Injury Frequency Rate (LTIFR)	Employees	6.24	-
	Workers	14.36	-
Total recordable work-related injuries	Employees	1	1
	Workers	19	9
Number of fatalities from work-related injuries	Employees	-	-
	Workers	-	-
Number of high-consequence work-related injuries	Employees	-	-
	Workers	-	-

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

The company is committed to ensuring a safe and healthy workplace by implementing a range of comprehensive safety measures. These initiatives underscore our dedication to employee well-being and include:

- **Extensive Safety Training:** We conduct regular training sessions aimed at equipping all employees with the necessary knowledge and skills to effectively manage potential hazards in the workplace.
- **Personal Protective Equipment (PPE):** Each employee is provided with a complete PPE kit, which includes safety shoes, hand gloves, masks, goggles, head caps, and gum boots, to ensure they are protected from job-specific risks.
- **Rigorous Safety Work Permit System:** A stringent permit system is enforced to meticulously regulate and oversee potentially hazardous tasks, ensuring these activities comply with maximum safety protocols and guidelines.
- **Safety Audits:** Regular safety audits are conducted to assess current practices and ensure continuous improvement in workplace safety standards.
- **Onsite Emergency Plan:** A comprehensive emergency plan is in place to address and manage any unforeseen incidents efficiently and effectively.
- **Identification and Remediation of Unsafe Conditions and Acts:** We actively identify and implement countermeasures to address any unsafe conditions and actions within the workplace.

These measures reflect our unwavering commitment to creating and maintaining a secure and supportive environment for all our employees, fostering a culture of safety and responsibility.

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

Category	2025-26: Filed	2025-26: Pending	2025-26: Remarks	2024-25: Filed	2024-25: Pending	2024-25: Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-



14. Assessments for the year

	% of your plants and offices that were assessed
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents:

The Company maintained a strong safety record during the reporting period, with no significant incidents reported. This achievement is attributed to its proactive approach to workplace safety and continuous improvement in health and safety practices. Key measures undertaken include:

- **Installation of Fire Safety Systems:** Foam sprinkler systems and automated fire detection units have been deployed to mitigate fire-related risks.
- **Safety Awareness Training:** Regular training programs are conducted to ensure employees are equipped to respond effectively in emergency situations.
- **Mock Drills:** Periodic mock drills are organized to reinforce emergency protocols and improve response readiness.
- **Work Permit System:** A robust work permit system ensures that operational tasks are executed in compliance with safety standards.
- **Hazardous Material Management:** Hazardous substances have been safely removed from the boiler room, significantly reducing potential risks.
- **Dust Control Initiative:** Plans are underway to install a dust suction system on the process floor to manage dust generated by extenders, further enhancing workplace safety.

PRINCIPLE 4:

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

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

To cultivate long-term value for our stakeholders, we recognize that engaging with them is of utmost importance. This engagement helps us understand their needs, collaborate to mitigate risks, uphold social legitimacy, enhance credibility, and build trust. At Shalimar Paints, we have identified key stakeholders as those who can influence or be affected by our operations, activities, technological changes, regulations, and market and societal trends, whether directly or indirectly. Our stakeholder groups include communities, employees, supply chain partners, customers, investors, regulators, and civil society organizations. We are dedicated to engaging with our stakeholders in an open and genuine manner to foster cooperation and mutual support, ensuring sustainable relationships.

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

Stakeholder group	Vulnerable/Marginalized?	Channels of communication	Frequency of engagement	Purpose and scope of engagement
Employees and Workers	No	• E-mail • Intranet portal • Newsletters • Employee engagement activities and Surveys • Rewards and Recognitions	Continuous	Employees are essential assets, crucial to the Company's long-term success and key to maintaining competitiveness and market leadership.
Shareholders and Investors	No	• Annual General Meeting • Investor Calls & Analyst Meets • Investor Relations Web Page • Quarterly condensed financial statements • Annual Report • Investor conference calls • Press Releases	Quarterly, Half Yearly, Annually, event based & as and when required	Engagement focuses on enhancing corporate governance through timely financial announcements and comprehensive Annual Reports. We also ensure that physical shareholders are informed about the Dispute Resolution Mechanism, addressing their concerns effectively.
Customers	No	• Engagement through website, social media, in-store promotions • Brand campaigns conducted regularly, during festive seasons and sales promotions	Continuous	The company focuses on end consumers, whose satisfaction and delight are crucial to our success strategy. We prioritize understanding and addressing their needs to foster strong relationships and ensure ongoing business growth.



Stakeholder group	Vulnerable/ Marginalized?	Channels of communication	Frequency of engagement	Purpose and scope of engagement
Vendors	Yes	- E-mail - Phone calls - In-person meetings	As and when needed	Fulfilment of services asked as per contract.
Supply Chain Partners	No	- One-to-one meetings - Regular operational reviews	Continuous	The company emphasizes collaboration to ensure seamless business operations. We focus on maintaining effective and efficient procurement practices to strengthen relationships and optimize performance.
Communities	Yes	- CSR Initiatives - Volunteering initiatives	Continuous	Our engagement with communities underscores responsible corporate citizenship. We collaborate with communities to develop CSR projects that align with their specific needs, fostering positive social impact and mutual growth.
Government and Regulatory Authorities	No	- Disclosures and filings for compliance reporting - Meeting authorities for permissions/ approvals	Audits conducted periodically/monthly/ quarterly/annually and on need basis	The company prioritizes compliance, timely tax payments, and policy advocacy, and aim to ensure adherence to regulations.

PRINCIPLE 5:

Businesses should respect and promote human rights

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

Category	2025-26: Total (A)	2025-26: Covered (B)	2025-26: %(B/A)	2024-25: Total (C)	2024-25: Covered (D)	2024-25: %(D/C)
Employees						
Permanent Employees	556	556	100%	577	577	100%
Other than permanent	25	25	100%	38	38	100%
Total Employees	581	581	100%	615	615	100%
Workers						
Permanent Workers	43	43	100%	56	56	100%
Other than permanent	436	436	100%	555	555	100%
Total Workers	479	479	100%	611	611	100%

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

Category	2025-26: Total (A)	2025-26: Equal No.(B)	2025-26: Equal %(B/A)	2025-26: More No.(C)	2025-26: More %(C/A)	2024-25: Total (D)	2024-25: Equal No.(E)	2024-25: Equal %(E/D)	2024-25: More No.(F)	2024-25: More %(F/D)
Employees										
Permanent Employees	556	0	0%	556	100%	577	0	0%	577	100%
Male	533	0	0%	533	100%	556	0	0%	556	100%
Female	23	0	0%	23	100%	21	0	0%	21	100%
Other than Permanent Employees	25	0	0%	25	100%	38	0	0%	38	100%
Male	22	0	0%	22	100%	32	0	0%	32	100%
Female	3	0	0%	3	100%	6	0	0%	6	100%



Category	2025-26: Total (A)	2025-26: Equal No.(B)	2025-26: Equal %(B/A)	2025-26: More No.(C)	2025-26: More %(C/A)	2024-25: Total (D)	2024-25: Equal No.(E)	2024-25: Equal %(E/D)	2024-25: More No.(F)	2024-25: More %(F/D)
Workers										
Permanent Workers	43	0	0%	43	100%	56	0	0%	56	100%
Male	43	0	0%	43	100%	56	0	0%	56	100%
Female	0	0	0%	0	0%	0	0	0%	0%	
Other than Permanent Workers	436	0	0%	436	100%	555	0	0%	555	100%
Male	429	0	0%	429	100%	549	0	0%	549	100%
Female	7	0	0%	7	100%	6	0	0%	6	100%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	24237878 INR	0	0 INR
Key Managerial Personnel	1	9121068 INR	1	1912488 INR
Employees other than BoD and KMP	552	567184610 INR	25	18658670 INR
Workers	472	153258927 INR	7	2272908 INR

b. Gross wages paid to females as % of total wages paid by the entity:

	2025-26	2024-25
Gross wages paid to females as % of total wages	3.38 %	3.78 %

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes, the company has designated its HR team as the focal point responsible for addressing any human rights impacts or issues that may arise from our business activities. The Corporate HR department is tasked with managing these concerns within specified timeframes, ensuring that all human rights matters are resolved promptly and effectively. This initiative underscores our commitment to maintaining high human rights standards and fostering a respectful and compliant workplace environment.

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

Yes, the organization has instituted a comprehensive grievance redressal system specifically designed to address human rights related issues. Employees are encouraged to report any concerns to their direct supervisor or a member of the human resources team, ensuring that these grievances are managed promptly and fairly. This system is integral in promoting transparency and fostering an open and supportive work environment. Our dedication to effective grievance resolution reflects the organization's unwavering commitment to sustaining a positive and inclusive workplace for all.

6. Number of Complaints on the following made by employees and workers in the previous financial year

Category	2025-26			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	N.A.	0	0	N.A.
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						



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

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

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

The Internal Committee for Prevention of Sexual Harassment, equipped with well-defined Standard Operating Procedures (SOPs), employs robust mechanisms to proactively avert any negative repercussions that may arise for the complainant in cases involving both discrimination and harassment. Through their diligent approach, the committee ensures that the process is carried out with utmost sensitivity and care, prioritizing the protection and well-being of the individual who has lodged the complaint. By adhering to the prescribed SOPs, the committee effectively establishes a safe and confidential environment, fostering an atmosphere where the complainant feels secure and supported throughout the proceedings.

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

Yes, the Company firmly believes in upholding and promoting human rights principles across all aspects of our operations and partnership. To ensure compliance with these principles, the company includes this in the Code of Conduct policy, which mandates the agreements and contracts that addresses human rights issues.

10. Assessments conducted

	% of your plants and offices that were assessed
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
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

Shalimar Paints affirms that no instances of significant risks or concerns have been identified. As a result, no corrective actions have been necessary. This outcome reflects the Company's robust governance framework and its proactive approach to risk management, underscoring our commitment to maintaining a compliant and resilient operational environment.



PRINCIPLE 6:

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

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

Parameter	2025-26	2024-25
From renewable sources		
Total electricity consumption (A)	208,05,69,600	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	208,05,69,600	-
From non-renewable sources		
Total electricity consumption (D)	911,95,53,876	1008,66,90,000
Total fuel consumption (E)	694,07,39,683	196,08,30,000
Energy consumption through other sources (F)	-	12,78,40,000
Total energy consumed from non-renewable sources (D+E+F)	1606,02,93,559	1217,53,60,000
Total energy consumed (A+B+C+D+E+F)	1814,08,63,159	1217,53,60,000
Energy intensity per rupee of turnover	3,20,416	2,00,000
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	65,18,224	42,10,000
Energy intensity in terms of physical output	3,28,204	2,40,000

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency - No

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

Not Applicable

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

Parameter	2025-26	2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water withdrawal	-	-
(ii) Groundwater withdrawal	22,016	66,591
(iii) Third party water withdrawal	3,724	-
(iv) Seawater / desalinated water withdrawal	-	-
(v) Other withdrawal	-	-
Total volume of water withdrawal (i+ii+iii+iv+v)	25,741	66,591
Total volume of water consumption	25,065	66,591
Water intensity per rupee of turnover	0.44	1.11
Water intensity per rupee of turnover adjusted for PPP	9.01	23.03
Water intensity in terms of physical output	0.45	1.33

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency - No



4. Provide the following details related to water discharged (in kilolitres):

Parameter	2025-26	2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment	-	-
(ii) To Groundwater	-	937
- No treatment	-	-
- With treatment	-	937
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment	-	-
(v) Others	675.56	1,290
- No treatment	-	-
- With treatment (Chennai Plant: sewage water treated via aeration, discharged for gardening; ETP water treated via chemical separation and sent to solar pond for evaporation)	675.56	1,290
Total water discharged	675.56	2,227

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency - No

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

Yes, the organization has successfully implemented a Zero Liquid Discharge strategy, featuring wastewater treatment facilities across various locations. In Chennai, an Effluent Treatment Plant (ETP) with a capacity of 1 KLD and a Sewage Treatment Plant (STP) with a capacity of 4 KLD have been established. Similarly, in Nashik, both an ETP and STP with capacities of 15 KLD have been installed, and at SKBD, an ETP with a 9 KLD capacity has been set up. These facilities collectively support the organization's commitment to Zero Liquid Discharge.

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

Parameter	Please specify FY unit	2025-26	2024-25
NOx	Mg/Nm3	101.08	74.87
SOx	Mg/Nm3	17.81	16.90
Particulate matter (PM)	Mg/Nm3	24.09	16.48
Persistent organic pollutants (POP)	Mg/Nm3	-	-
Volatile organic compounds (VOC)	Mg/Nm3	1.50	1.15
Hazardous air pollutants (HAP)	Mg/Nm3	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency - No



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

Parameter	Unit	2025-26	2024-25
Total Scope 1 emissions	T CO ₂ e	469.69	460.86
Total Scope 2 emissions	T CO ₂ e	1,106.89	2,036.95
Total Scope 1&2 emission intensity per rupee of turnover	T CO₂e / L INR	0.02	0.04
Total Scope 1&2 emission intensity per rupee of turnover adjusted for PPP	T CO₂e Int. US\$ / L INR	0.57	0.86
Total Scope 1&2 emission intensity in terms of physical output	T CO₂e / KL Units	0.03	0.50

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency - No

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

The Company currently does not have active projects specifically aimed at reducing greenhouse gas (GHG) emissions. However, a key component of our strategic roadmap is a strong commitment to addressing environmental sustainability, including plans to develop and implement GHG reduction initiatives. As we move forward, these initiatives will play a significant role in our project planning and execution, underscoring our dedication to proactive climate action and contributing to a sustainable future.

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

Parameter	2025-26	2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	29.45	17.05
E-waste (B)	-	0.3
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous Waste (G)	54.97	6.3
Other Non-hazardous Waste (H)	95.80	3.57
Total (A+B+C+D+E+F+G+H)	180.22	27.22
Waste intensity per rupee of turnover	0.0031	0.0005
Waste intensity per rupee of turnover adjusted for PPP	0.06	0.01
Waste intensity in terms of physical output	0.0032	0.0005

Parameter	2025-26	2024-25
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	4.88	64.51
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	4.88	64.51
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	50.55	6.55
(ii) Landfilling	-	2.3
(iii) Other disposal operations	124.78	-
Total	175.33	8.85



The Company follows a 'Buyback policy' for all the Battery waste generated across all plants. The discarded containers and koni bags are reused at the plant site. And the expired paints are also reprocessed for further usage.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency - No

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

The Company is committed to exemplary waste management practices and has implemented a robust strategy to address both hazardous and non-hazardous waste streams. Waste generated across all manufacturing units, offices, and operational facilities is systematically collected, segregated, packed, and stored at designated waste collection points before being transferred to centralized waste storage areas within the respective locations. Waste is classified into hazardous and non-hazardous categories in accordance with applicable environmental laws and regulatory requirements.

Non-hazardous waste is stored in designated storage areas with appropriate segregation to facilitate recycling, recovery, and responsible disposal. Based on the quantity generated at each location, the waste is periodically handed over to authorized recyclers or disposal agencies.

Hazardous waste is stored separately in designated hazardous waste storage areas with appropriate labelling, containment, and safety measures to prevent environmental contamination and occupational risks. Such waste is transported and disposed of only through authorized hazardous waste management agencies in compliance with applicable regulatory requirements.

The organization is committed to minimizing the use of hazardous and toxic chemicals across its operations by adopting measures such as substituting hazardous substances with safer alternatives wherever technically and economically feasible, optimizing manufacturing and operational processes to reduce chemical consumption, implementing preventive maintenance programs to prevent leaks and spills, and providing regular employee training on safe handling, storage, and efficient use of chemicals. The organization also promotes waste minimization through process improvements, reuse, recycling, and resource recovery initiatives to reduce overall waste generation. All waste generated across the organization is managed through authorized vendors, and no direct disposal is undertaken at operational sites, ensuring compliance with applicable environmental regulations and responsible waste management practices.

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 not, the reasons thereof and corrective action taken, if any.
Not Applicable, as the entity has no operations or offices in or around ecologically sensitive areas.			

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

Name & brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant weblink
NIL for the reporting year.					

13. 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).

Yes, the entity is fully compliant with all applicable environmental laws and regulations in India. This includes adherence to the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act, along with the associated rules. The entity holds the necessary Consent to Operate (CTO) for air and water quality monitoring and has obtained all required permits and authorizations for the proper handling and disposal of hazardous waste. Through these measures, the entity ensures strict compliance with regulatory standards and demonstrates a strong commitment to environmental stewardship.

PRINCIPLE 7:

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

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

NIL



1. b. List the top 10 trade and industry chambers/associations the entity is a member of/affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach (State/National)
Not Applicable		

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
There were no adverse orders from regulatory authorities hence, this question is not applicable.		

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

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

S. No.	Name and brief details of project	SIA Notification No.	Date of notification	Conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant web link
NIL						

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of PAFs	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
NIL						

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

The Company is dedicated to fostering positive relationships with the community through effective grievance redressal mechanisms. We are in the process of developing and implementing a structured system to receive and address community grievances. This initiative underscores our commitment to responsiveness and transparency, allowing us to engage more effectively with community concerns. By prioritizing open communication and proactive issue resolution, we aim to build stronger, more collaborative relationships with all stakeholders, ensuring their voices are heard and respected.

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

Category	2025-26	2024-25
% of materials sourced from MSMEs / small producers	50 %	31 %
% of materials sourced directly from India	99.68 %	69 %

5. Job creation in smaller towns - wages paid as % of total wage cost:

Location	2025-26	2024-25
Rural	31.63 %	32.78 %
Semi-urban	-	-
Urban	25.18 %	27.18 %
Metropolitan	43.21 %	40.04 %

PRINCIPLE 9:

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

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

The Company has implemented a dedicated communication channel through the email address askus@shalimarpaints.com, specifically designed to manage and respond to consumer complaints and feedback. This platform serves as an official and efficient means for customers and stakeholders to submit their concerns, objections, or inquiries. The email address has been widely disseminated to ensure accessibility and encourage constructive engagement. Through this formal mechanism, the Company reaffirms its commitment to promptly addressing consumer issues, enhancing customer satisfaction, and building lasting trust.



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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	65%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	2025-26			2024-25		
	Received during the year	Pending resolution	Received during the year	Received during the year	Pending resolution	Received during the year
Data privacy	NIL	NIL	NIL	1	1	Order was passed against us before District Consumer Disputes Redressal Commission, Pathankot. Thereafter, we filed an appeal against the said Order before the State Consumer Disputes Redressal Commission, Chandigarh.
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes, the Company has established a comprehensive framework on cybersecurity and data privacy, embodied in our Data Protection Policy. This policy provides detailed guidelines for safeguarding sensitive and confidential information against cyber threats and risks. Employees are encouraged to handle sensitive information with care and to report any cybersecurity concerns promptly to our IT team. This initiative underscores the Company's dedication to transparent and secure engagement with stakeholders, while ensuring adherence to relevant data protection regulations. The policy is accessible to employees through the Company's intranet portal, providing continuous guidance on maintaining the integrity and security of data.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, 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.

NIL

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

NIL

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

NIL

c. Impact, if any, of the data breaches

Not Applicable