GARWARE
TECHNICAL FIBRES

GTFL:SEC:2026 August 17, 2026

BSE Limited
Corporate Relationship Department,
New Trading Ring,
Rotunda Building, P. J. Towers,
Dalal Street, Fort,
Mumbai 400001. **(Company code: 509557)**

National Stock Exchange of India Ltd.
Exchange Plaza, Plot No. C/1, 'G' Block,
Bandra-Kurla Complex,
Bandra East,
Mumbai 400051. **(Symbol: GARFIBRES, Series: EQ)**

Sub: Business Responsibility and Sustainability Report for the financial year 2025-26.

Dear Sirs,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report **("BRSR")** for the financial year 2025-26 which forms an integral part of the Annual Report of the Company for the financial year 2025-26.

The Business Responsibility and Sustainability Report for the financial year 2025-26 is also available on website of the Company: www.garwarefibres.com.

Please acknowledge the communication.

Thanking you.

Yours faithfully,
For **GARWARE TECHNICAL FIBRES LIMITED**

Sunil Agarwal
Digitally signed by Sunil Agarwal
Date: 2026.08.17 12:05:50 +05'30'

Sunil Agarwal
Company Secretary
M. No. - FCS 6407
Encl: as above

ANNEXURE TO DIRECTORS' REPORT 2025-26: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Garware Technical Fibres Ltd. (GTFL) is a leading force in India's technical textiles sector, established in 1976. GTFL has evolved into a globally recognized company, offering innovative solutions across various industries, including high-performance aquaculture cage nets, fishing nets, sports nets, safety nets, agricultural nets, coated fabrics, polymer ropes, and geosynthetics. With a presence in over 75 countries, GTFL has made significant strides in international markets, driven by a mission that prioritizes innovation in research and development, processes, and market strategies.

As a pioneer in technical textiles, the Company boasts 29 patents, a highly skilled R&D team of 22 scientists, and a product portfolio of over 20,100 SKUs. GTFL's commitment to combining brilliant ideas with decisive action fosters a proactive culture, ensuring the transformation of innovation into tangible results and sustainable growth.

GTFL's operations are designed to deliver value to all stakeholders - customers, employees, investors, business partners, and communities. The Company continuously engages with these stakeholder groups to ensure transparent communication, inclusive decision-making, and mutual growth. Its policies, governance mechanisms, and value-driven culture reflect a strong commitment to responsible business conduct.

Mission Statement

- Provide innovative, application-focused solutions to enhance value of our customers globally.

Core Values

- Continuously improve our products and services to become preferred partner of our customers.
- Own the process of delivering results with enterprising spirit and joy of working in an empowering environment.
- Enhance stakeholder value through profitable growth in sales and earnings.
- Enhance our family bond with the employees & business partners through fair & equitable dealings as well as constant communication.

Section A: General Disclosures:

Details of the Listed Entity:

1.	Corporate Identity Number (CIN) of the Entity	L25209MH1976PLC018939
2.	Name of the Listed Entity	Garware Technical Fibres Limited
3.	Year of Incorporation	01-04-1976
4.	Registered Office Address	Plot No. 11, Block D-1, M.I.D.C., Chinchwad, Pune - 411 019, Maharashtra, India
5.	Corporate Address	Plot No. 11, Block D-1, M.I.D.C., Chinchwad, Pune - 411 019, Maharashtra, India
6.	E-mail	secretarial@garwarefibres.com
7.	Telephone	020-2799 0000/0306
8.	Website	https://www.garwarefibres.com
9.	Financial Year for which report is being done	1st April, 2025 – 31st March, 2026
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital (INR.)	99,26,58,450
12.	Name and contact details (telephone & email) of the person who may be contacted in case of queries on the BRSR report	Mr. Vivek Kulkarni President- Operations 020 - 2799 0000 vkulkarni@garwarefibres.com
13.	Reporting Boundary (Standalone or Consolidated basis)	The disclosures under this report are made on Standalone basis.
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

Products and Services:

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Manufacturing	Manufacture of Cordage, Ropes, Twines, Netting, Man made fibres and Others n.e.c.	97.19%

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

S. No.	Product / Service	NIC Code	% Of Total Turnover Contributed
1.	Netting	1394	57.56%
2.	Twine, Ropes and Yarn	1394/2030	21.66%
3.	Other Products	1313	17.97%

Operations:

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

Location	Number of Plants	Number of Offices	Total
National	2 (Pune and Wai, Maharashtra)	13 (4 Branch Offices and 9 Depots)	15
International	0	9 (3 Branch / Representative offices and 6* Overseas Subsidiaries	9

*Out of 6, 2 are step-down wholly owned subsidiaries.

19. Markets Served by the Entity:

a. Number of Locations:

Location	Number
National (No. of States)	Pan India
International (No. of Countries)	Around 75 countries mainly in Europe and Americas

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

The exports contribute 55.76 % of the total turnover of the Company during the reporting period FY 2025-26.

c. A Brief on types of customers?

The Company operates on both a B2B and B2C business models. Our customer base includes end users and channel partners who then sell the products to end users ranging from aquaculture farms, commercial fisheries, protected cultivation farms, shipping and construction companies, civil engineering, sports facilities / infrastructure companies, and many more.

Employees:

20. Details as at the end of Financial Year 2025-26:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
			Employees (including differently abled)			
1.	Permanent Employees	592	572	96.63%	20	3.38%
2.	Other than Permanent Employees	91	83	91.21%	8	8.80%
3.	**Total Employees (1+2)**	**683**	**655**	**95.91%**	**28**	**4.10%**
			Workers (including differently abled)			
4.	Permanent Workers	505	505	100%	0	0%
5.	Other than Permanent Workers	0	0	0%	0	0%
6.	**Total Workers (4+5)**	**505**	**505**	**100%**	**0**	**0%**

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

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
	Differently Abled Employees					
1.	Permanent Employees	0	0	0%	0	0%
2.	Other than Permanent Employees	0	0	0%	0	0%
3.	**Total Employees (1+2)**	**0**	**0**	**0%**	**0**	**0%**
	Differently Abled Workers					
4.	Permanent Workers	0	0	0%	0	0%
5.	Other than Permanent Workers	0	0	0%	0	0%
6.	**Total Workers (4+5)**	**0**	**0**	**0%**	**0**	**0%**

21. **Participation / Inclusion / Representation of Women:**

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	6	2	33%
Key Management Personnel	3	0	0%
Employees (Other than BoD and KMP)	680	28	4.12%
Workers	505	0	0%

Note: In terms of Section 203 of the Companies Act, 2013. Percentage of female representation on Board of Directors is 33.34%.

22. **Turnover rate for permanent employees and workers:**

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.76%	27.03%	22.89%	22%	28%	22%	16%	40%	18%
Permanent Workers	5.21%*	0%	5.21%	0.90%	0%	0.90%	0.30%	0%	0.30%

* Mostly due to Superannuation of Workers.

23. **Holding, Subsidiary and Associate Companies (including joint ventures):**
(a). Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of the Holding / Subsidiary / Associate Company / Joint Venture (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 Entity (Yes / No)
1.	Garware Technical Fibres USA Inc.	Wholly Owned Subsidiary	100%	No
2.	Garware Technical Fibres Chile SpA.	Wholly Owned Subsidiary	100%	No
3.	Garware Technical Fibres UK Private Limited	Wholly Owned Subsidiary	100%	No
4.	Garware Technical Fibres AS, Norway	Wholly Owned Subsidiary	100%	No
5.	Offshore & Trawl Supply AS, Norway	Step-Down Wholly Owned Subsidiary	100%	No
6.	Advance Mooring Supply AS, Norway	Step-Down Wholly Owned Subsidiary	100%	No
7.	Garware Environmental Services Private Limited	Wholly Owned Subsidiary	100%	No
8.	Garware Technical Textile Private Limited	Wholly Owned Subsidiary	100%	No
9.	Garware Technical Fibres Foundation	Wholly Owned Subsidiary	100%	No
10.	Garware Meditech Private Limited	Associate	50%	No
11.	TP Bhaskar Renewables Limited	Associate	26%	No

24. **CSR Details:**

(I) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes / No)	Yes
(ii) Turnover (in INR)	₹ 14,189,837,000
(iii) Net Worth (in INR)	₹ 13,267,476,000

25. Transparency and Disclosures Compliances:

Complaints / Grievances on any of the principles (1-9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group	Grievance Redressal Mechanism in place (Yes / No) (Provide web-link of Policy)	Current Financial Year 2025-26			Previous Financial Year 2024-25		
		Number of Complaints Filed	Number of Complaints Pending at Close of Year	Remarks	Number of Complaints Filed	Number of Complaints Pending at Close of Year	Remarks
Communities	Yes. Contact details are uploaded on the website of the Company with the help of which the Community can raise their concern / issues. https://www.garwarefibres.com/contact	0	0	NA	0	0	NA
Shareholders	Yes. Board of Directors have entrusted following responsibility to Stakeholder Relationship Committee - resolving the grievances of security holders of the Company including complaints related to transfer/transmission of shares, non-receipt of annual report, non-receipt of declared dividend, issue of new / duplicate certificates, general meetings, etc. https://www.garwarefibres.com/investors/shareholder-information/disclosure-under-regulation-46-of-SEBI-regulations	14	0	There were no unresolved / unattended communications / complaints of shareholders pending as of 31st March, 2026.	11	0	There were no unresolved / unattended communications / complaints of shareholders pending as of 31st March, 2025.
Employees and Workers	Yes. Whistle blower policy, POSH Committee and HR policies. The Company has a platform- SAMWAD to connect with permanent employees and workers to share updates with them on policies, programs, trainings, complaints / Grievances and suggestions. https://www.garwarefibres.com/investors/policies/vigil-mechanism	35*	0	Suggestions addressed and Closed	38	0	Suggestions addressed and Closed
Customers	Yes. The Company has a customer complaint portal, wherein each salesperson has a login id to register the customer complaints related to their product portfolio issue or concern. https://www.garwarefibres.com/contact	63	0	Action taken on all complaints and resolved during FY 2025-26.	71	13	Pending complaints as on 31st March, 2025 were closed in FY 2025-26.
Supply Chain Partners	Yes. All suppliers have access to the Company representative contact details in the procurement team and that of purchase manager too. In case the query / complaint is not resolved, then there is a clear escalation matrix in the Company to resolve the grievance and ensure satisfactory response to the supplier.	0	0	NA	0	0	NA

** All 35 suggestions made by Employees and Workers, fall under SAMWAD platform and on annual day question and Answer. –*

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	Rationale for Identifying the Risk / Opportunity	In case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or the Opportunity (Negative / Positive)
1.	Health, Safety, and Environment	Risk	Non-compliance with safety measures by employees and workers pose a major safety risk to the work force and to the Company's financial well-being.	Elimination of potential hazards, training on importance of using personal protective equipment, safety training, audits to check compliance levels, rewards, mock drills on a regular basis.	Negative
2.	Climate Change and Sustainability Risks	Risk	Direct impact on operations and business on account of climate change and sustainability risks	The Company has initiated energy transition by investing in renewable energy initiatives which have also led to emission reductions, using biomass briquettes instead of coal which reduce emissions, and tree plantation drives. The Company has a disaster management & emergency preparedness plan in place.	Negative
3.	Waste and wastewater Management	Risk	Inappropriate waste handling can lead to spillage and seepage within ground water deteriorating water and soil quality.	The Company has processes for proper collection and disposal of waste, chemical handling, prevention of oil spillages and installation of effluent treatment plants (ETPs) to effectively treat and manage waste water.	Negative
4.	Water Resilience	Opportunity	Focusing on water resilience enhances resource efficiency, conservation, and access to shared resources while preventing plant Disruptions. Effective water management reduces exposure to risks like water scarcity and compliance of regulatory limits, leading to lower operational costs and improved business sustainability	The Company has adopted water-saving technologies and practices, including recycling plants and treatment systems, in order to use water more efficiently and ensure zero discharge outside its plant premises. The company uses a roof top rain water harvesting project water for his daily consumption.	Positive
5.	Chemical Safety and Management	Opportunity	The Company can avoid/minimize adverse impact at plant level or at end user facilities when using chemicals of non-hazardous nature.	The Company uses water-based chemicals in its manufacturing process and avoids the use of hazardous / toxic chemicals to prevent / minimize any adverse impacts on the environment. Our eco-friendly product development requires less antifouling treatment at end-use facilities.	Positive
6.	Innovation	Opportunity	The Company engages in continuous research and development to create eco-friendly and green products with low carbon and environmental footprint. One such instance is Nylon twines used to manufacture nets - these nets are required to be treated with antifouling paint which contained 20% to 25% metallic copper or cuprous oxide which usually goes into water posing serious pollution hazard.	The Company developed copper-infused nets which contain less than 50% of the copper used in antifouling paint process. The Company is focusing more on sustainable products, the components of which are recyclable at the end-of-life cycle.	Positive
7.	Training and Education	Opportunity	Providing training and education to employees and workers to improves their efficiency and reduces the chances of incidents or work hazards.	The Company undertakes capability building sessions for employees and workers organized on varied team building and New Product Development "NPD" sessions, communication training, Udan 2.0 training on leadership, behaviour-based safety training, technical training programs, TPM & energy conservation training programs.	Positive
8.	Customer Centricity	Opportunity	Recognizing the critical importance of reducing turnaround time and enhancing service efficiency for our customers in the key overseas markets, we are addressing this challenge by moving our operations closer to them. This approach mitigates the risks associated with delays, improves customer satisfaction and loyalty, and strengthens our competitive edge through faster, more reliable service. This proactive strategy is essential for driving growth, building stronger relationships, and ensuring long-term success in our key markets.	By strategically positioning our set up and support hubs closer to key customer locations in the USA and Europe, investing in local talent and infrastructure, and integrating advanced logistics and communication technologies, we are significantly reducing turnaround times and enhancing service efficiency to foster deeper, more meaningful customer relationships.	Positive
9.	Supply Chain Disruptions	Risk	Given the company's significant export dependency (over 55% of revenue from exports) and its presence in more than 75 countries, disruptions in the global supply chain due to geopolitical tensions, port congestion, or international trade restrictions can materially affect the logistic cost, delivery timelines and customer satisfaction.	The Company is actively diversifying its logistics partners, developing local stocking points in key geographies and strengthening supplier relationships to minimize reliance on single sources.	Negative
10.	Currency Fluctuation and Forex Risk	Risk	Given the high level of export business, adverse currency movements (especially USD-INR and Euro-INR) can impact profitability.	The Company uses a structured foreign exchange policy thereby providing guidance to the treasury to keep risk low within specific limits and from time to time takes expert guidance on the subject to reduce currency exposure.	Negative
11.	Expansion into High-Performance Infrastructure Solutions	Opportunity	With growing demand for Infrastructure-related products, the Company is expanding its Geosynthetics product line (used in infrastructure, erosion control, and road construction sectors), as highlighted in product updates and recent annual reports.	Continued investment in product innovation and certification (e.g., BIS certifications for geosynthetic products), along with capacity expansion to cater to infrastructure projects in India and export markets.	Positive

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.

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and Management Processes									
1.	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes*	Yes	Yes	No	Yes	Yes
	b. Has the policy been approved by the Board? (Yes / No)**	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	c. Web Link of the policies, if available	Wherever mandated by applicable Rules and Regulations, the Company has posted the respective policies on its website as per details below: 1. https://www.garwarefibres.com/investors/code-of-conduct-for-directors/ 2. https://www.garwarefibres.com/investors/code-of-conduct-for-managers/ 3. https://www.garwarefibres.com/investors/vigil-mechanism/ 4. https://www.garwarefibres.com/investors/csr-policy/ 5. https://www.garwarefibres.com/sites/default/files/2023-05/code-of-practices-and-procedures-for-fair-disclosure-of-unpublished-price. 6. https://www.garwarefibres.com/about-us/mission-values/ 7. https://www.garwarefibres.com/investors/policies/ems-policy 8. https://www.garwarefibres.com/remuneration-policy/ The remaining Policies are circulated to respective Stakeholders for ensuring adherence.								
2.	Whether the entity has translated the policy into procedures? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
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 - ISO 14001:2015 - ISO 45001:2018								
5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	At GTFL, we are committed to adopting sustainable business practices that are environmentally, socially, and economically responsible. We continuously strive to minimize any adverse impacts arising from our operations while actively contributing to the well-being of society and the planet. Our efforts are guided by robust Environmental, Social, and Governance (ESG) principles, which are integrated into all our business functions and decision making processes. The Company has taken long-term and short-term ESG targets. They are set on a baseline year FY 22-23. Long Term Targets: • Achieve Net-Zero greenhouse gas emissions target by 2060. • Zero Waste to Landfill (ZWTL) for all manufacturing sites by 2030. • Increase Renewable Energy Consumption up to 80% by 2040. • Reduction of up to 10% Fresh Water Consumption 2030. Short Term Targets: • 1000 numbers of tree plantations in the year 2026-27. • Process Waste reduction 8.0 %. • NAS Design Waste reduction 3.50 %. • Increasing renewable energy usage by 5%. • Installation of 350 KW Solar roof top System at B-227 Plot. • To install direct drive high torque low speed permanent magnet synchronous 96% efficiency motors-04 Nos. • OLD AC with R-22 Gas to be replaced by New Split AC with green gas R-32. • Construct Roof top rain water harvesting Projects. • Achieve Carbon Neutrality 40%. • Calculate Scope-3 emission data. • Implementation of Eco Vadis rating System in GTFL. • To deploy 50 Nos of CNG vehicles for Logistics material movements.								

6. Performance of the entity against the specific commitments, goals, and targets along with reasons in cases the same are not met.	• Achieving renewable electric energy Percentage 53%. • Reduction of Scope-2 GHG emission by 9883 MT • Conservation of 19,871 KL of water. • Generated hazardous waste sent to authorized Co-processor instead of land fill. • Planted 1,641 Nos of trees in under afforestation and ecological restoration. • Promote the circular economy by achieving 1460 MT of waste from 10 R practices. • Fuel transition from Diesel to electric for forklifts. • Promote electrical vehicles use in the Company. • The Company has received Best Net Zero Initiative recognition in Net Zero Summit. • Achieved Excellence in Environment Award in 7 th HSE Summit Conference.

Note:

* *The Company has HR policy and CSR policy to engage internal stakeholders and external stakeholders. The Company plans to enhance the policies pertaining to Principle 4 to engage with other key stakeholder group.*

** *Policies pertaining to NGRBC principles have been approved by a member of the Board of Director of the Company and signed by respective functional head of that area.*

1. *Code of Conduct (For Directors, Managers, and Staff)*
2. *Vigil Mechanism/Whistle Blower Policy*
3. *Code of Conduct to Regulate, Monitor and Report trading by designated persons and immediate relatives of designated persons.*
4. *Policy on prohibition of Sexual Harassment of Women.*
5. *Mission and Values.*
6. *Quality Policy.*
7. *EHS Policy.*
8. *Human Resource Policy Manual.*
9. *Corporate Social Responsibility (CSR) Policy.*

*** *The Company has appropriate internal mechanisms in place to engage with value chain partners. The Company plans to enhance the policies pertaining to Principle 9 to further engage with our value chain partners.*

Governance, leadership, and oversight:

7. Statement by the Director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements:

The reporting year has been a testament to our unwavering commitment to ESG principles, as we made significant strides toward a responsible and future-ready organisation. We have made steady progress against our ESG goals thanks to concentrated focus and appropriate resources allocation.

A significant recognition of the Company's people-centric initiatives during the year was GTFL's continued certification as a Great Place to Work, reaffirming its standing among India's leading manufacturing companies. This recognition reflects the Company's sustained commitment to fostering a safe, inclusive, and empowering workplace that promotes employee well-being, encourages collaboration and innovation, and enables individuals to realize their full potential while contributing to the Company's long-term growth and success.

From an environmental standpoint, our focus on decarbonisation and energy transition has led to a remarkable Achievement — a reduction of approximately 48 % in Scope 2 greenhouse gas (GHG) emissions , primarily driven by increased 53% renewable electricity consumption across our Wai and Pune plants. Additionally, we successfully replaced 15 diesel forklifts with electric models, and adopted circular economy driven practices that led to the reduction of 1,460 metric tonnes of waste through recycling and reuse.

Our sustainability-driven product V2, Sustainable CFR, geosynthetics Innovation, advanced aquaculture solutions, are designed to offer lower environmental impact and cost-efficient outcomes for end users, contributing to both economic and ecological value creation.

Looking ahead, we continue to align our process and activities with our long-term goal of achieving Net Zero GHG emissions by 2050. Our ESG roadmap is cantered on the following ongoing priorities:

- Accelerating the transition to renewable energy and energy-efficient technologies.
- Scaling the use of electric equipment and sustainable alternatives.
- Enhancing resource efficiency through 10 R circular economy principles.
- Strengthening stakeholder engagement and disclosure transparency.

We remain fully committed to integrating ESG principles across our operations, responding to emerging challenges with agility, and delivering sustained value to our stakeholders and the environment.

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

   Board of Directors of the Company.

9. **Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If "Yes", provide details:**

   Yes. Mr. Shridhar Shrikrishna Rajpathak, Director.

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	The Company regularly monitors its financial and non-financial performance against the set targets on an ongoing basis.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all regulatory requirements and ensures transparency in business reporting on an ongoing basis.																	

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:**

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company has an internal structure auditing / evaluating the working of these policies with the help of outside consultants / auditors wherever required. However, there were no audits conducted by an external agency during the reporting period.								

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	NA	NA	NA	NA	NA	#	NA	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	NA	NA	NA	NA	NA	#	NA	NA
The entity does not have the financial or human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	#	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	#	NA	NA
Any Other Reason (please specify)	NA	NA	NA	NA	NA	NA	#	NA	NA

Note: NA – Not Applicable

 # The Company does not liaise directly with the regulatory bodies in terms of policy advocacy. The relevant engagement / advocacy happens through Industry Associations.

Section C: Principle Wise Performance Disclosure:

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

Principle 1:	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year 2025- 26:

Segment	Total number of Training and Awareness Programs held	Topics / Principles covered under Training and its Impact	% of Persons in respective category covered by the Awareness Programmes
Board of Directors	4	The Company conducts training and awareness sessions to familiarize its Directors and Key Managerial Personnel by covering various NGRBC principles, providing information on the overall industry, including company's financial and non-financial performance, operations, strategy, market insights and business approach and roadmap. Impact: The training has empowered the Board of Directors (BOD) and Key Management Personnel (KMPs) with the necessary knowledge and competencies to enhance the organization's operational and financial stability, ensuring informed decision-making and better compliance aligned with the Company's core values and aspirations.	100%
Key Managerial Personnel	4		100%
Employees other than BoD and KMPs	86	All the principles of BRSR, except Principle 7, are covered under the training programs. These include behavioural, functional, leadership and personal well-being among others — Relationship Management Program (RMP), TPM, Excel Program, Problem Solving, Innovate X, Product Training, sales confidence, Human Process Labs Level II – REAL Connect, Strategic Thinking, Team Collaboration and Cross-functional working, Finance for Non-Finance and awareness on Insider Trading. Impact: These trainings enhance employees' skills, emotional intelligence, and overall well-being, fostering better teamwork, effective communication, informed decision-making, and increased productivity.	91.62%
Workers	116	Principles 3 and 5 with a focus on Skill Upgradation, Health and Safety and POSH — Health & Safety Awareness, Personality Development, POSH awareness, TPM, Kaizen, Housekeeping & 5S, Preventive Maintenance, Machine Setup & Calibration, 7 QC, Safety-Work Permit, Firefighting, Bobbin/Spool Loading, Knotting / Splicing Techniques, PPE importance, Material handling, Environment Sustainability Awareness, Machine Operation (Cutting / Stitching / Extrusion), Waste Minimization. Impact: These trainings improve workers' health & safety, personal growth, safety culture and coordination between teams, leading to a safer, more cohesive and efficient work environment.	100%

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

Case Details	NGRBC Principle	Name of the Regulatory / Enforcement Agencies / Judicial Institutions	Amount (in INR.)	Brief of Case	Has an Appeal been Preferred? (Yes / No)
			Monetary		
Penalty/ Fine			Nil		
Settlement			Nil		
Compounding Fee			Nil		
			Non-Monetary		
Imprisonment			Nil		
Punishment			Nil		

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

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

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

Yes, the Company has adopted an Anti-Bribery and Anti-Corruption Policy. The policy reflects the Company's continued commitment to ethical business practices and strong governance.

The policy outlines a zero-tolerance approach towards all forms of bribery, corruption, and facilitation payments. It applies to all employees, subsidiaries, and business associates of the Company. Key provisions include definitions of bribery and corruption, prohibition of unethical practices, guidance on avoiding conflicts of interest, and expectations from third parties. The policy also mandates regular risk assessments and promotes awareness through employee training and communication. Reporting of suspected violations is facilitated through the Company's Vigil Mechanism, ensuring confidentiality and appropriate action. These policies are currently available internally to the respective stakeholders.

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

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

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

	Current Financial Year 2025-26		Previous Financial Year 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of 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 / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest:**

Not Applicable, since no complaint was filed on non-compliance, corruption, or conflict of interest related issues during FY 2025-26.

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Number of days of accounts payables	78.75	77.75

9. **Openness of Business:**

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

Parameter	Metrics	Current Financial Year 2025-26	Previous Financial Year 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	59.40%	55%
	b. Number of dealers/ distributors to whom sales are made	740	813
	c. Sales to top 10 dealers / distributors as % of total sales to dealers/ distributors	51.06%	53%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)*	0.71%	0.69%
	b. Sales (Sales to related parties/ Total Sales)*	24.56%	17%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	25.53%	1.56%
	d. Investments (Investments in related parties/ Total Investments made)	25.27%	7.03%

* All sales and purchase was made with wholly owned subsidiaries of the Company.

Leadership Indicators

1. **Awareness programmes conducted for the value chain partners on any of the Principles during the financial year 2025-26:**

Total number of awareness programmes held	Topics/ Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
03	Health, Safety & Working Conditions	8.80

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

   Yes. The Company's Code of Conduct acts as a guide to ethical business practices and suggests appropriate processes to avoid and manage conflict of interest. The Directors of the Company disclose the names of the parties in which they have an interest, which is then mapped in the internal systems of the Company, and systems are in place to monitor and ensure the compliances for any transaction with them. The Code of Conduct is available on the website of the Company at https://www.garwarefibres.com/investors/corporate-governance/code-of-conduct-for-directors#investorsmenu.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in Environmental and Social Impacts
R&D*	62.80%	61%	The Company has been investing in research and development activities and capex projects which have resulted in energy conservation, resource usage optimization, waste reduction and recycling strategies, Fire safety Management, community development engagements and developing products with reduced environmental footprint.
Capex*	1.81%	0.32%	

Note:

* *Above details are as per books of accounts.*

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

   b. If "Yes", what percentage of inputs were sourced sustainability?

   A majority of vendors (approximately 80% of vendors by value) are ISO certified, which demonstrates commitment to business with partners who are environmentally conscious, socially driven, and have strong ethics and governance. In addition, during the on-boarding process, vendor assessment comprising of thorough questionnaire / checklist on vendor's compliance on regulatory, statutory, environmental, and social norms is undertaken. Only those who pass minimum criteria are considered for business association.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for: GTFL has no reclaim of any product after end of life but below process in place.**

a. Plastics (including packaging)	● GTFL focuses on the circular economy and promotes the recycling and reuse of waste. The Company is having an in-house 500 MT capacity recycling plant and approximately 5.76% recycled material is used as raw material in the manufacturing process. Additionally, as per the plastic waste management Extended Producer Responsibility (EPR) requirement, the Company fulfilled the target of recycling 191 MT of packaging waste and filed the annual return for FY 2025-26. This year 1,460 MT of plastic waste was recycled in-house and 1,460 MT was reused.
b. E-waste	● No E-Waste generated from the GTFL product
c. Hazardous waste	● The Company has a well-equipped facility for storage and disposal of hazardous waste, bio-medical waste and battery waste. Hazardous waste is disposed of through authorized Co-processor GEPIL and MEPL. Bio-medical waste and battery waste are disposed of through authorized vendors only. The Company maintains records of Form-10, Form-8 and Form-4. During FY 2025-26, 36.44 MT of ETP sludge was send for Co-processor.

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 Board? If "Not", provide steps taken to address the same.**

   Yes, the Company is subject to Extended Producer Responsibility (EPR) regulations and has obtained Brand Owner Registration Certificate from the Central Pollution Control Board. The Company has submitted its EPR plan for plastic packaging material recycling for FY 2025-26. We have fulfilled the 191 MT recycling target and filed the annual return as per the requirement of Plastic Waste Compliance Regulations.

Leadership Indicators

1. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry):**

Indicate input material	Recycled or re-used input material to total material	
	Current Financial Year 2025-26	Previous Financial Year 2024-25
Polypropylene, HDPE (MT)	5.76%	9.25%

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

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

Principle 3:	Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	Total (A)	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	572	569	99.48%	572	100%	0	0%	572	100%	NA	NA
Female	20	18	90%	20	100%	20	100%			NA	NA
Total	**592**	**587**	**99.16%**	**592**	**100%**	**20**	**3.38%**	**572**	**100%**	**NA**	**NA**
Other than Permanent Employees											
Male	83	18	21.69%	83	100%	0	0%	83	100%	NA	NA
Female	8	7	87.50%	8	100%	8	100%	NA	NA	NA	NA
Total	**91**	**25**	**27.48%**	**91**	**100%**	**8**	**8.79%**	**83**	**100%**	**NA**	**NA**

Note: NA – Not Applicable

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

Category	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	505	505	100%	505	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0%	0	0%	NA	NA	NA	NA	NA	NA
Total	**505**	**505**	**100%**	**505**	**100%**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**
Other than Permanent Workers											
Male	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**0**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: NA – Not Applicable

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	2.87%	2.30%

2. Details of retirement benefits, for Current FY 2025-26 and Previous FY 2024- 25:

Benefits	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes / No / NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes / No / NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%*	100%*	Yes	100%*	100%*	Yes

Note: ** 100% of eligible employees only*

3. Accessibility of Workplaces

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

If "Not", then whether any steps are being taken by the entity in this regard.

Yes. The Company has progressively enhanced its premises with ramps, accessible washrooms and signage. The Company continues to enhance its premises to ensure universal accessibility through appropriate infrastructure improvements and upgrades.

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

If so, please provide the web-link of the policy.

Yes, the Company has embedded the principles of equal opportunity, inclusion, and non-discrimination within its Human Rights Policy. Although the policy is not specifically designated as an "Equal Opportunity Policy" under the Rights of Persons with Disabilities Act, 2016, it reaffirms the Company's commitment to providing a fair, inclusive, accessible, and discrimination-free workplace for all individuals, including persons with disabilities. The Company is committed to ensuring equality in employment opportunities and promoting a workplace culture founded on dignity, respect, and equal treatment for all.

. The policy explicitly states GTFL's commitment to:

- A workplace free from discrimination on the basis of sex, race, religion, and other grounds;
- Promoting a Diverse, Equitable & Inclusive (DE&I) work environment; and
- Ensuring respect, dignity, and equal treatment for all employees across roles and levels.

This policy is currently available internally to the respective stakeholders.

5. **Return to work and Retention rates of permanent employees and workers that took parental leave for FY 2025-26.**

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	**100%**	**100%**	**NA**	**NA**

Note: 22 employees availed parental leave during FY 2025-26 (21 male and 1 female). All employees who took parental leave returned to work and were retained.

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

Permanent Workers Other than Permanent Workers	The Company has a platform - SAMWAD - to connect with permanent workers and share updates with them on policies, programs, and trainings. Weekly meetings with union representatives are arranged. Workers can directly reach out to HR or IR representatives to raise their concerns / issues; representative mobile numbers are also displayed at the factory site.
Permanent Employees Other than Permanent Employees	The Company has various platforms where employees can raise their concerns and grievances on a periodic basis like HR Connect Forums, HR Helpdesk, Emails to HR SPOCs, and directly with business and HR Managers. The concerns / issues are investigated in a timely and confidential manner, without any retaliation to the complainant and / or the witness.

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

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	Not Applicable*					
- Male						
- Female						
Total Permanent Workers	505	505	100%	533	533	100%
- Male	505	505	100%	533	533	100%
- Female	0	0	0%	0	0	0%

* The Company is not having any recognized union of Employees.

8. **(a). Details of training given to employees and workers on "Health and Safety Measures":**

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
			Employees			
Male	655	593	90.53%	562	540	96%
Female	28	20	71.42%	17	16	94%
Total	**683**	**613**	**89.75%**	**579**	**556**	**95%**
			Workers			
Male	505	505	100%	533	522	98%
Female	0	0	0%	0	0	0%
Total	**505**	**505**	**100%**	**533**	**522**	**98%**

(b). Details of training given to employees and workers on "Skill Upgradation":

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
			Employees			
Male	655	595	90.84%	562	469	83%
Female	28	28	100%	17	15	88%
Total	683	**623**	**91.22%**	**579**	**484**	**84%**
			Workers			
Male	505	505	100%	533	503	94%
Female	0	0	0%	0	0	0%
Total	**505**	**505**	**100%**	**533**	**503**	**94%**

9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
			Employees			
Male	655	655	100%	562	562	100%
Female	28	28	100%	17	17	100%
Total	**683**	**683**	**100%**	**579**	**579**	**100%**
			Workers			
Male	505	505	100%	533	373	70%
Female	0	0	0%	0	0	0%
Total	**505**	**505**	**100%**	**533**	**373**	**70%**

Note:

* *Permanent employees and workers covered 100%. However, for other than permanent employees and workers, continuous engagement on career reviews and training supports provided on an ongoing basis.*

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", then coverage of the system.

Yes. We have a full-fledged Occupational Health and Safety Management system in place, certified with ISO 45001:2018, covering both Pune and Wai manufacturing locations. Our comprehensive safety program includes periodic plant safety inspections, safety audits (both internal and external), and regular hazard identification and risk assessment (HIRA). We also conduct Job Safety Analysis (JSA), Toolbox Talks, and monitor work zone air quality and noise levels. In addition, we provide annual medical check-ups and conduct safety trainings according to our training calendar. Corrective actions are taken based on audit findings to continuously improve our safety performance. We also engage in safety promotional activities to foster a culture of safety within the organization.

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

Hazard Identification and Risk Assessment (HIRA) are conducted as per Standard Operating Procedures (SOPs), and Corrective and Preventive Actions (CAPA) are taken for significant risks identified. The process involves participation from the safety committee, safety champions, and workers, especially during periodic reviews for new processes, modifications, changes in existing processes, procurement of new machinery, and both routine and non-routine activities. Various methods are used to identify work-related hazards and mitigate risks, including: Hazard Identification and Risk Analysis (HIRA), Near Miss Reporting, Safety Passport System, Daily Toolbox Talk Meetings, Safety Walkdowns, Safety Committee Meetings, Monthly Internal Audits, Safety Champion Initiatives, Safety Rolling Trophy, Safety Promotion and Motivation Activities, and Safety Suggestions. Workers can report work-related safety hazards through internal platforms and safety meetings, ensuring a proactive approach to workplace safety.

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

Yes, we have a procedure in place for reporting work-related hazards to take corrective actions and prevent incidents. Workers can report hazards during Daily Toolbox Talk sessions, and Safety Suggestion Boxes are provided in all departments. Additionally, monthly internal audits are conducted to identify and address hazards promptly, ensuring preventive measures are taken to avoid recurrence of incidents.

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

Yes, we have a dedicated Factory Medical Officer available to provide medical consultations for non-occupational health issues to our workers. Additionally, we have an ambulance room staffed with a female nurse to cater specifically to the needs of our female employees and workers. To further support our staff, we offer a comprehensive Mediclaim – Hospital Insurance policy that covers non-occupational medical and health-related issues, ensuring that our employees have access to essential medical care when needed.

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

Safety Incidents / Number	Category	Current Financial Year 2025-26	Previous Financial Year 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has implemented a comprehensive ISO 45001:2018 certified occupational health and safety management system. Our proactive approach to workplace safety includes periodic plant safety inspections, daily toolbox talks, and near-miss reporting and investigation. We conduct regular safety audits, Hazard Identification and Risk Assessments (HIRA), and Job Safety Analyses (JSA). To maintain a safe work environment, we monitor work zone air quality and noise levels and conduct annual medical check-ups. Our safety training programs are meticulously planned according to an established training calendar. We emphasize the use of personal protective equipment (PPE) and the elimination of potential hazards. Our safety initiatives also include Safety Induction, audio-visual safety training, regular safety committee meetings, and a system of safety rewards to encourage proactive safety behaviour. We conduct safety and fire mock drills, along with both internal and external safety audits, to ensure continuous improvement and compliance with safety standards.

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

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	15	0	Immediate action taken on the suggestions received.	29	0	Immediate action taken on the suggestions received.
Health and Safety	5	0	Immediate action taken on the suggestions received.	09	0	Immediate action taken on the suggestions received.

14. Assessment for the Year (2025-26):

	% Of plants and offices that were assessed (By entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

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

Although the Company has not had any safety-related incidents during FY 2025-26, some corrective actions have been identified as necessary based on the risk assessment. In our plants, we have introduced the Near Miss Capturing Card. Every employee participates in the near-miss identification activity and reports to the safety committee in the prescribed format. The EHS department investigates the near miss and takes appropriate corrective action. In addition, to promote safety culture in our plants, we have started a safety rolling trophy where all departments participate and showcase their safety performance.

Leadership Indicators

1. **Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail.**

   Yes, the Company's group personal accident policy covers all employees. The Company also has a Benevolent Fund Policy, where employees contribute 1 day or ½ day salary in case of demise of an employee or permanent worker, and an equal amount is provided by the Company to the deceased's family.

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

   The Company ensures that vendors and suppliers pay their statutory dues in a timely and effective manner, especially the GST, EPF, ESIC, and other statutory dues. The Company has appropriate mechanisms in place to ensure that statutory dues are paid periodically, as required and complied by the vendors and business partners.

3. **Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Qs. 11 of Essential Indicators above), who have been / are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

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

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

   The Company currently does not have a formal process for transition assistance for retiring employees; however, through various skill development initiatives and programs, the Company ensures to upskill its employees with the latest market trends.

5. **Details on assessment of value chain partners (FY 2025- 26):**

	% Of value chain partners (by value of business done with such partners) that were assessed*
Health and Safety Practices	100%
Working Conditions	100%

** For sub-contractor, GTFL undertakes assessment.*

Footnote: The Company is in the process of developing a vendor assessment guideline, procedure, and checklist to undertake ESG assessment, including human rights practices of its value chain partners.

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

   During the latest assessment, no significant risks or concerns were identified.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

   The Company has mapped its internal and external stakeholders using the Mendelow's Matrix (also known as the Stakeholder Analysis matrix and the Power-Interest matrix). Through this framework we plot power vs interest of each stakeholder and assign communication strategies to continuously engage with them. The Company recognizes employees, local communities surrounding our operations, government and regulatory authorities, business associates (including marginalized fishermen, farmers, network of suppliers, service providers, dealers and suppliers of goods and services), domestic / international customers and shareholders / investors as its key stakeholders. The Company engages with identified stakeholders to gauge their opinion, feedback, and tweak its business strategy / approach to cater to the needs and aspirations of these stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting (AGM), Email, Statutory Reports, Investor's Meet, Disclosure to Stock Exchanges, print, social media, Statutory Reports	Ongoing	Financial Reports, Dividend, Shares, Business Performance, Corporate actions such as buyback of shares. No concern was raised.
Government Agencies / Regulators	No	Statutory Reports, filings	Ongoing	Compliances of various laws, regulations, requirements, and filings as required and applicable to business. No concern was raised.
Employees and Workers	No	Forums, Mailers, House Magazines, Quarterly Magazines named 'Impressions' and Open House	Ongoing	Company's performance, policies, business strategy and mission, training, and awareness sessions. No concern was raised.
Channel Partners / Sub-Contractors	No	Meetings and Mailers	Ongoing	Business Strategy, Company's Performance, Growth Opportunities, Expansion Strategy, and Sustainability Initiatives. No concern was raised.
Consumers	No	Website, Mailers, and Social-Media	Ongoing	Product Information on New Product Developments, Feedback Forms, Business Growth, Customer Service including resolution of complaints, Expansion, Performance, Mission, Vision, and Sustainability Initiatives. No concern was raised.
Communities	Yes	Emails, telephones, field visits, and physical meetings	Ongoing	Identification of needs, challenges, CSR project conceptualization, design and implementation, follow-ups, monitoring, field visits, and program feedback. No concern was raised.
Implementing Agency (NGO)	No	Emails, telephones, field visits, and physical meetings	Ongoing	Project design, implementation, challenges, solutions, monitoring, and evaluation of the CSR Programs. No concern was raised.

Leadership Indicators

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

   Directors and Senior Management Personnel maintain regular and planned engagements with stakeholders, including investors, shareholders, employees, customers, channel partners, government departments and analysts. These interactions serve as an opportunity to gather feedback, suggestions, complaints, and grievances and the responsible individual relays this feedback to the Board during specific occasions throughout the year. The feedback and key issues are brought to the attention of the respective Committees of the Board for further consideration and action, as deemed appropriate. This ensures that defined processes are followed and that material topics are appropriately addressed across the Company in a stakeholder inclusive manner.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).**

   If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

   Yes. Stakeholder consultations play a vital role in identifying and managing material environmental and social topics. The Company engages with key stakeholders such as employees, customers, analysts, and investors through structured mechanisms to gather insights that inform our ESG priorities. These inputs are analyzed and incorporated into a materiality matrix, which forms the foundation of our sustainability strategy.

In addition, through on-ground initiatives like the Garware Youth Development Center (GYDC) at Wai, the Company interacts with community members to understand local skilling and livelihood needs. The feedback received through such community engagement directly influences the design of vocational programs and supports the alignment of our CSR efforts with actual stakeholder expectations.

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

The Company has identified communities around its manufacturing locations including women, youth, fishermen, and smallholder farmers as vulnerable or marginalized stakeholder groups. Engagement with these communities is conducted regularly to understand their needs and challenges, which in turn helps shape relevant CSR initiatives.

One key initiative is the Garware Youth Development Center (GYDC), located in Wai, which offers free vocational and soft-skills training to underprivileged youth and women. Before launching new courses, the GYDC team consults with local residents to understand the type of training required, ensuring that the offerings are demand-driven. Over 300–400 beneficiaries are served annually through programs such as digital literacy, fashion design, CNC operation, and accounting, helping them pursue employment or entrepreneurship. These efforts reflect the Company's commitment to inclusive development and equitable growth.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	No. of employees / workers covered (B)	(%) (B/A)	Total (C)	No. of employees / workers covered (D)	(%) (D/C)
			Employees			
Permanent Employees	592	306	51.68%	579	579	100%
Other than permanent	91	11	12.09%	96	96	100%
Total Employees	683	317	46.41%	**675**	**675**	**100%**
			Workers			
Permanent Workers	505	505	100%	533	533	100%
Other than permanent	0	0	0%	25	25	100%
Total Workers	**505**	**505**	**100%**	**558**	**558**	**100%**

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

Category	Current Financial Year 2025-26					Previous Financial Year 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
					Employees					
Permanent	592	0	0%	592	100%	579	0	0%	579	100%
- Male	572	0	0%	572	100%	562	0	0%	562	100%
- Female	20	0	0%	20	100%	17	0	0%	17	100%
Other than permanent	91	0	0%	91	100%	96	0	0%	96	100%
- Male	83	0	0%	83	100%	84	0	0%	84	100%
- Female	8	0	0%	8	100%	12	0	0%	12	100%

Category	Current Financial Year 2025-26					Previous Financial Year 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Workers										
Permanent	505	0	0%	505	100%	533	0	0%	533	100%
- Male	505	0	0%	505	100%	533	0	0%	533	100%
- Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent	0	0	0%	0	0%	25	0	0%	25	100%
- Male	0	0	0%	0	0%	24	0	0%	24	100%
- Female	0	0	0%	0	0%	1	0	0%	1	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)*	NA	NA	NA	NA
Key Managerial Personnel	3	2,83,16,056	0	0
Employees other than BoD and KMP	652	8,73,994	28	536962
Workers	505	8,86,461	0	0

Note:
**All Directors other than CMD who is covered under Key managerial Personnel are paid only sitting fees. The median sitting fees paid to male Board of Directors is 6,40,000 and to female Board of Directors is 1,60,000.*

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Gross wages paid to females as % of total wages	1.33%	1.39%

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

   Yes. The Company has constituted dedicated committees and identified focal points to address human rights related concerns. The Internal Complaints Committee (ICC) handles complaints under the Prevention of Sexual Harassment (PoSH) Act, 2013, while the Audit Committee oversees grievances raised through the Vigil Mechanism. The Human Resources Department serves as the day-to-day focal point for human rights related concerns across all plants and offices.

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

   The Company has established multiple internal mechanisms to uphold and safeguard human rights across its workforce and value chain. All employees, workers, contractors, and third-party associates are covered under the Human Rights Policy, which prohibits any form of discrimination, abuse, forced labour, child labour, or harassment in the workplace.

   Grievances related to human rights can be reported through the Company's Vigil Mechanism, which provides a safe and confidential channel for raising concerns related to misconduct, unethical behaviour, or any violation of policy. For concerns related to workplace harassment, the Company has also constituted an Internal Complaints Committee (ICC) under the provisions of the Prevention of Sexual Harassment (PoSH) Act. All reported issues are addressed with due sensitivity, and necessary actions are taken in accordance with applicable laws and internal procedures, ensuring non-retaliation and fair resolution.

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

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	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:**

Category	Current Financial Year 2025-26	Previous Financial Year 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

   The Vigil Mechanism Policy provides for adequate safeguards against victimization for the persons ("the informer / whistleblower") who avail of this mechanism, and provides for direct access to the Chairman of the Audit Committee of the Company in exceptional cases. The Company ensures that no unfair treatment is meted out to the informer / whistleblower by virtue of having reported information under this Policy.

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

   Yes. The Company's Code of Conduct for Suppliers and Vendors, which forms part of business agreements, specifically prohibits child labour, forced labour, and discrimination, and requires payment of fair wages and safe working conditions. The Company's standard purchase orders and contracts also incorporate clauses requiring compliance with applicable labour laws and human rights standards.

10. **Assessment for the FY 2025- 26:**

	% Of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced / Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

    During the assessments conducted during FY 2025-26, no significant risks or concerns related to child labour, forced labour, sexual harassment, discrimination, or wage-related practices were identified across the Company's plants and offices. The Company continues to maintain robust internal controls, periodic awareness and training sessions, and effective grievance redressal mechanisms to uphold human rights at the workplace.

Leadership Indicators

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

   The Company has been compliant with human rights issues and reviews its policies and processes on a regular basis.

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

   The Company undertakes self-assessment at all plants and offices for all the indicators covered in Q9 above.

3. **Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes / No)**

   Yes. The Company has progressively enhanced its premises with ramps, accessible washrooms and signage. The Company continues to enhance its premises to ensure universal accessibility through appropriate infrastructure improvements and upgrades.

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

	% Of value chain partners (by value of business done with such partners) that were assessed:
Sexual harassment	The Company undertakes internal assessments of value chain partners for child labor, forced labor, Fair wages and other human rights issues periodically.
Discrimination at workplace	
Child labour	
Forced / involuntary labour	
Wages	

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

No significant human rights related risks / concerns were identified through the value chain partner assessments and self-declarations during FY 2025-26. The Company continues to engage with vendors during on-boarding and periodic reviews to reinforce expectations on labour standards, fair wages, and workplace conduct. Vendors found non-compliant with the Code of Conduct for Suppliers are guided to take corrective measures within a defined timeline, failing which business engagements are reviewed.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
From 'Renewable Sources' (in Gigajoules)		
Total Electricity Consumption (A)	56,124.59	64,258
Total Fuel Consumption (B)	0	4665
Energy Consumption through Other Sources (C)	0	0
Total Energy Consumed from renewable sources (A+B+C)	56,125	68,923
From 'Non-Renewable Sources' (in Gigajoules)		
Total Electricity Consumption (D)	53,993.88	53,517
Total Fuel Consumption (E)	217,668.53	209,144
Energy Consumption through Other Sources (F)	0	0
Total Energy Consumed from non-renewable sources (D+E+F)	271,662	262,661
Total Energy Consumption (A+B+C+D+E+F)	327,787	331,584
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000023	0.000022
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.000470	0.000482
Energy intensity in terms of physical output	11.16	10.52

Note: The implied PPP conversion rate published by International Monetary Fund (IMF) 20.343 has been used for Purchasing Power Parity calculation.
For FY 2025-26 values for calendar year 2026 have been considered. For FY 2024-25, values for calendar year 2025 have been considered.
Note:
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No). If "Yes", name the external agency.: NO

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

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No. None of the Company's sites or facilities are identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India during FY 2025-26.

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

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water withdrawal	0	0
(ii) Groundwater withdrawal	0	0
(iii) Third party water withdrawal	139,592.21	159,463
(iv) Seawater / desalinated water withdrawal	0	0
(v) Other withdrawal	0	0
Total volume of water withdrawal (in kilolitres) *(i + ii + iii + iv + v)*	139,592.21	159,463
Total volume of water consumption (in kilolitres)	139,592.21	159,463
Water intensity per rupee of turnover *(Water consumed / Revenue from operations)*	0.000010	0.000011
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) *(Total water consumption / Revenue from operations adjusted for PPP) (GJ/ USD)*	0.00020	0.00024
Water intensity in terms of physical output (Kl/Mt)	4.752	5.073

Note: The implied PPP conversion rate published by International Monetary Fund (IMF) 20.343 has been used for Purchasing Power Parity calculation.

For FY 2025-26 values for calendar year 2026 have been considered. For FY 2024-25, values for calendar year 2025 have been considered.

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

If "Yes", name the external agency.: NO

4. **Provide the following details related to water discharge (in kiloliters):**

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii) To Ground Water		
- No treatment	-	-
- With treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment	-	-
(iv) Sent to Third-parties		
- No treatment	-	-
- With treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: The Company has implemented Zero Liquid Discharge (ZLD); accordingly there is no water discharge from any of its operations.
Note:
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No). If "Yes", name the external agency.: NO

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

   Yes, the Company has implemented a Zero Liquid Discharge (ZLD) mechanism. A well-equipped combined Effluent Treatment Plant and Sewage Treatment Plant (ETP+STP) with a design capacity of 320 KLD has been installed, featuring primary, secondary, and tertiary treatment processes for treating both trade and domestic effluent. Treated water is recycled and reused in various processes such as cooling tower make-up, toilet flushing, filter press, vessel cleaning at the ETP, and for gardening purposes. All treated water is entirely consumed within our premises, with no discharge outside the factory premises.

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

Parameter	Please specify unit	Current Financial Year 2025-26	Previous Financial Year 2024-25
NOx	Tonnes	0.24	2.74
SOx	Tonnes	1.37	7.11
Particulate matter (PM)	Tonnes	5.12	50.05
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)		Not Applicable	
Hazardous air pollutants (HAP)			
Others - please specify			

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No). If "Yes", name the external agency.: No
Air emission monitoring is done by MoEFCC-approved laboratories on a periodic basis.

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

Parameter	Unit	Current Financial Year 2025-26	Previous Financial Year 2024-25
Total Scope 1 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	20,148.97	19,207
Total Scope 2 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	10,648.80	10,807
Total Scope 1 and Scope 2 emissions per rupee of turnover	tonnes of CO_2 equivalent per rupee of turnover	0.0000022	0.0000020
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tonnes of CO_2 equivalent per rupee of turnover adjusted to PPP	0.0000448	0.0000452
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e / MT	1.048	0.955

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No). If "Yes", name the external agency.: NO.

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

Yes, the Company has undertaken various initiatives to reduce greenhouse gas emissions and improve operational efficiency:

- Energy Efficiency and GHG Emissions Reduction: replacing the existing 315 KVA transformer with a 100 KVA energy-efficient transformer; replacing low-efficient devices with higher-energy-efficient ones such as energy-efficient motors for doublers; using variable frequency drives (VFDs) and AC motors for rope-making machines; installing harmonic filters for specific sheds; installing direct-drive high-torque low-speed permanent magnet synchronous motors with 96% efficiency; and replacing ECC (Electronic Communicated Controller) with AC drive and motor.
- Shifting to Cleaner Fossil Fuel: purchasing electric vehicles; replacing diesel forklifts with electric forklifts; replacing LDO fuel with LSHS, including higher-efficiency boilers in place of traditional ones; partially replacing coal with biomass briquettes; and replacing old AC units with R-22 gas with new split AC units using greener gases such as R-32 or R-134A.
- Increase the Share of Renewable Energy: 8.5 MW self-captive solar (open access) and rooftop solar installations across plants; renewable solar contribution of 54% of plant electricity, with green energy purchases planned from the state electricity board to further reduce GHG emissions.
- Afforestation: Tree plantation drives across each plant — a total of 12,142 trees planted till date in Company premises and 1,600 trees planted in FY 2025-26 — supported by ongoing monitoring to ensure sapling survival, enhancing carbon sequestration and helping mitigate climate change.

Outcome of these initiatives: a measurable reduction in energy consumption across manufacturing operations and a corresponding decrease in Scope 1 and Scope 2 GHG emissions.

9. **Provide details related to waste management by the entity, in the following format:**
Total Waste Generated (in metric tonnes)

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
Plastic waste (A)	1,698.26 MT	1,674.85 MT
E-waste (B)	5.955 MT	1.12 MT
Bio-medical waste (C)	0.001 MT	0.0011 MT
Construction and demolition waste (D)	25 MT	30 MT
Battery waste (E)	1.228 MT	1.68 MT
Radioactive waste (F)	0 MT	0 MT
Other Hazardous waste (G)	42.92 MT	40.79 MT
Other Non-hazardous waste (H)	1,817.577 MT	2,892.86 MT
Total (A+B+C+D+E+F+G+H)	3,590.94 MT	4,641.30 MT
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.000000253	0.000000312
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.00000515	0.00000698
Waste intensity in terms of physical output	0.12	0.15
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 tonnes)

Category Waste	Current Financial Year 2025-26	Previous Financial Year 2024-25
	Recycled	
Plastic waste	1,697.27	4403
E-waste	5.225	
Battery waste	1.228	
Other Hazardous waste	17.8	
Other Non-hazardous waste	1,658.42	
	Re-used	
Plastic waste	0	204
Construction and demolition waste	25	
Other Non-hazardous waste	157	
	Other recovery operations	
Other Hazardous waste	22.84	0

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

Category Waste	Current Financial Year 2025-26	Previous Financial Year 2024-25
	Incineration	
Bio-medical waste	0.00053	28.54
Other Hazardous waste	0.7	
	Landfilling	
Other Hazardous waste	0.6	0
	Other disposal operations	
Other disposal operations	0	0

Note:

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No).
If "Yes", name the external agency.: NO

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

From a waste management perspective, the Company adopts the circular economy principle through the 10R Concept. As part of this approach, GTFL operates an in-house plastic scrap recycling and reuse plant; hazardous waste generated is sent to authorized co-processors instead of landfill; plastic, paper tubes, raffia bags and wooden pallets are reused; water-based chemicals are used in processes wherever possible; waste is tracked through a Management Information System (MIS); the R&D department focuses on eco-friendly product development that requires less antifouling treatment, leading to reduced copper sedimentation in seawater and 100% recyclability. GTFL uses approximately 10% recycled material in its manufacturing process.

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:

Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
None of the Company's operations / offices are situated in an ecologically sensitive area.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2025-26:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web-link
During FY 2025-26, the Company was not required to conduct any environmental impact assessment as per applicable laws.					

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

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company has been compliant with all applicable environmental laws, regulations, and acts of the Government of India and the Government of Maharashtra, thereby ensuring no instance of non-compliance during the reporting period.			

Leadership Indicators

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

S. No.	Initiative undertaken	Details of the initiative *(Web-link, if any, may be provided along with summary)*	Outcome of the Initiative
1.	Energy Efficiency and GHG Emissions Reduction	Replacing the existing 315 KVA transformer with a 100 KVA energy-efficient transformer; replacing low-efficient devices with energy-efficient motors for doublers and AC drives / VFDs for rope-making machines; harmonic filters for specific sheds; direct-drive high-torque low-speed permanent magnet synchronous motors with 96% efficiency; replacement of ECC by AC drive and motor.	Achieved measurable reduction in energy consumption across manufacturing operations and contributed to a decrease in Scope 1 and Scope 2 GHG emissions.
2.	Shifting to Cleaner Fossil Fuel	Purchasing electric vehicles; replacing diesel forklifts with electric forklifts; replacing LDO fuel by LSHS, including higher-efficiency boilers in place of traditional ones; partial replacement of coal by biomass briquettes; replacing old AC units with R-22 gas with new split AC units using greener gases like R-32 or R-134A.	Reduction in GHG, SOx and PM emissions.

S. No.	Initiative undertaken	Details of the initiative *(Web-link, if any, may be provided along with summary)*	Outcome of the Initiative
3.	Increase the Share of Renewable Energy	Self-captive solar open access of 8.5 MW and rooftop solar installations; all plants using ~53% solar / renewable energy which avoided GHG emissions of 11059 MT; planned to install roof top Solar in Wai.	During FY 2025-26 the Company sourced a 1,55,90,166 kWh of captive solar power.
4.	Afforestation	Annual tree plantation surveys and drives — cumulatively 12,142 trees planted in plant premises till date; distribution of 15 indigenous species seeds to all workers on World Environment Day; tree plantation in nearby villages, schools and forest lands; tree plantation event for every customer visit.	Reduction in GHG emissions; 1,641 nos of trees planted in FY 2025-26.
5.	Water Conservation	Use of waterless and odourless urinals; rooftop rainwater harvesting projects with 5 KL capacity; water-saving pressure-compensating aerators on 40 wash-basin taps; replacement of high-volume taps by high-pressure low-volume aerators; observance of World Water Day on 22 March; TDS-based automatic boiler blow-down and blow-down heat-recovery system; reuse of recycled water for toilet flushing; conduct of water audits.	Conservation of 19,871 KL of water in FY 2025-26.
6.	Waste Management	Promotion of circular economy through implementation of 10R practices; regular circular-economy training for all employees; disposal of hazardous waste through authorized co-processors instead of landfill; in-house 500 MT capacity plastic recycling plant; replacement of wooden pallets with plastic pallets; use of approximately 10% recycled material in the manufacturing process; targets set for process and design waste reduction.	Promoted circular economy practices, reduction in resource consumption and reduction in raw-material purchase cost.

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

Yes, the Company has an established process of long-term and short-term business planning. The organization maintains a 5-year long-term growth plan, which is reviewed every year in the Senior Management Leadership (SML) meeting. Market potential is identified across different sectors, and the sales team is encouraged to cater to the relevant market segments. Quarterly reviews are planned to monitor yearly progress through the Balanced Scorecard (BSC). Monthly mission reviews ensure that monthly targets are achieved, with countermeasure plans developed to address any deviation. BSC goals are cascaded down the lines to shift-level personnel, ensuring alignment from the top through the hierarchy.

3. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

No, there was no significant adverse impact has been reported. The Company strategically organises its logistics to transport larger quantities of multiple products meant for multiple customers in a single dispatch, thereby effectively reducing carbon emissions from transportation. Additionally, we have raised awareness among our value chain partners about using vehicles powered by green fuel to further minimize air pollution. If any Sustainability improvement done in GTFL then it shares to suppliers for Horizontal deployment in Supply chain.

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

The Company is in the process of building a structured framework to assess value chain partners on environmental impacts in a phased manner.

Principle 7:	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

   9 (Nine)

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

S. No.	Name the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1.	Export Promotion Council for EOUs and SEZ Units (EPCES)	National
2.	Plastics Export Promotion Council (PLEXCONCIL)	National
3.	Sports Goods Export Promotion Council	National
4.	Confederation of Indian Industry (CII)	National
5.	Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA)	State
6.	Synthetic & Rayon Textiles Export Promotion Council (SRTEPC)	National
7.	India Technical Textiles Association (ITTA)	National
8.	Indian Fishnet Manufacturers Association (IFMA)	National
9.	International Geosynthetics Society (IGS)	National

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

<table>
<tr><th>Name of authority</th><th>Brief of the Case</th><th>Corrective action taken</th></tr>
<tr><td colspan="3">No complaint relating to anti-competitive conduct was filed against the Company during FY 2025-26.</td></tr>
</table>

Leadership Indicators

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

<table>
<tr><th>Public policy advocated</th><th>Method resorted for such advocacy</th><th>Whether information available in public domain (Yes / No)</th><th>Frequency of Review by Board (Annually / Half yearly / Quarterly / Others - Please Specify)</th><th>Web Link, if available</th></tr>
<tr><td colspan="5">The Company actively engages in discussions and dialogues at various State, National and International associations and forums, focusing on the industry's growth and the sustainable-development agenda. The Company also participates in discussions held to ensure that its products and processes remain sustainable. However, it does not have a stand-alone Public Advocacy Policy nor a commitment around it. The Company, from time to time, engages with the respective bodies and Government departments working for the well-being of farmers and fishermen in the country.
Through proactive collaboration with multiple industry associations, the Company addresses concerns related to taxation, foreign and domestic trade policies, presenting them to the relevant authorities in the State and Central Government for their consideration. Further, the Company actively supports Government agencies in driving policy decisions by providing essential data, suggestions and information through engagement with associations and forums.</td></tr>
</table>

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2025-26:**

Name and brief detail of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web-link
GTFL was not required to undertake any Social Impact Assessment (SIA) during FY 2025-26 as per applicable law.					

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

Name of the 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.)
No project for Rehabilitation and Resettlement has been undertaken by the Company in FY 2025-26.					

3. **Describe the mechanisms to receive and redress grievances of the community.**
The Company has a dedicated CSR Team to develop, implement, evaluate, and monitor its social-development programs and projects on a regular basis by continuously engaging and interacting with identified communities and local stakeholders in the areas of operation. Grievances, if any, are resolved effectively in a timely manner — as and when they arise — by the CSR Team along with the implementing partner / NGO. Community feedback is collected through field visits, periodic review meetings, and direct interactions with beneficiaries during project monitoring.

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

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
Directly sourced from MSMEs / Small producers	21.22%	8.48%
Sourced directly from within India	10.38%	4.32%

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 the total wage cost:**

Location	Current Financial Year 2025-26	Previous Financial Year 2024-25
Rural	0.90%	0.35%
Semi-Urban	0.92%	1.18%
Urban	32.12%	33.08%
Metropolitan	66.08%	65.39%

Note: Place categorization (Rural / Semi-urban / Urban / Metropolitan) (Rural / Semi-urban / Urban / Metropolitan) is basis the RBI classification system. The Company's principal manufacturing locations are at Wai (Satara, Maharashtra), classified as Semi-urban.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable for the FY 2025-26, since the Company was not required to undertake Social Impact Assessment (SIA) as per applicable laws.	

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

State	Aspirational District	Amount Spent (in INR.)
During FY 2025-26, the Company did not undertake any projects in the aspirational districts as identified by Government bodies.		

3. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2025-26), based on traditional knowledge:

Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit Shared (Yes / No)	Basis of calculating benefit share
During the reporting period no IPRs were registered by the Company based on intellectual property owned or acquired based on traditional knowledge.			

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

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

5. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1.	**Project Vikas -** Enhancing Livelihood and Rural Development across Wai, Satara district of Maharashtra and Chennai, Tamil Nadu	Community at large	100%
2.	**Project Swasthya Seva -** Health care at Pune, Maharashtra and Salem, Tamil Nadu	Community at large	100%
3.	**Project Sarva Shiksha -** Promoting Education at Wai, Pune, at the State of Maharashtra and Kakdwip, at the State of West Bengal	Community at large	100%
4.	**Project Khel Vikas -** Contribution for Training at Wai to promote nationally recognised sports	Community at large	100%

Principle 9: Business should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

The Company places a high level of importance on addressing customer concerns and believes in adopting an adaptable, transparent, and problem-solving approach to resolve these issues efficiently and satisfactorily. An online portal is available to lodge customer complaints, which are acknowledged by the Company's sales / supply-chain team representative for addressing and resolving the concern in line with the laid-down policy and within a defined timeframe. Continuous communication with the customer is ensured to gauge the root cause of the problem, align the solution as per customer expectations, and appropriately implement corrective action for formal closure of the complaint. The Company adopts various channels of communication to update the customer on the status of the complaint and steps taken — including email, SMS, and WhatsApp.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	GTFL responds to these parameters basis specific requests received from the customer. In case of a few of our products we do have user manual.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	Current Financial Year 2025-26		Remarks	Previous Financial Year 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	
Customer Complaints	63	0	*63 customer complaints were reported in FY 2025-26 and all were closed during the year.*	71	13	*Pending Complaints as on 31st March, 2025 have been closed in FY 2025-26.*

NA: Not Applicable

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

	Number	Reasons for recall
Voluntary Recalls	There have been no instances of voluntary or forced recalls of products on account of safety issues during FY 2025-26.	
Forced Recalls		

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

Yes, the Company has a comprehensive Information Security Management System aligned with ISO 27001 principles and an Information Security Policy that addresses cyber security and data privacy risks. The framework covers access controls, data classification, incident-response procedures, periodic vulnerability assessments, and employee awareness programs. The policies are available internally to all employees and key stakeholders.

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.

The Company has been compliant with all product safety requirements; therefore no product recalls were required in FY 2025-26. There have been no instances of penalties or action taken by regulatory authorities on the safety of products or services during the reporting period. No issues relating to advertising, delivery of essential services, cyber security or data privacy were reported during the year.

7. Provide the following information relating to data breaches:

	FY 2025-26
a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	Not applicable

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web-link, if available).**
   - Company website for products and services: https://garwarefibres.com/
   - Online portal for registering customer complaints: http://172.16.60.8/ComplaintRegister/Default.aspx
   - Customer toll-free number for queries: 1800 120 5165
   - Sales enquiries email: sales@garwarefibres.com (email communication of sales enquiries from customers, redirected to the respective sales team for taking forward as deemed appropriate)
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and / or services.**

   The Company responds to product-specific parameters based on requests received from customers. For several of its products, the Company provides a 'user manual' which comprises information about product dos and don'ts, responsible use, and safe disposal practices. Additionally, technical data sheets, product labels, and on-site training (where applicable) are used to inform customers about the safe and responsible use of the Company's products.
3. **Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.**

   The Company is not directly involved in providing essential services. However, the Company ensures that its customers face minimum disruption in their operations and service delivery. The Company has appropriate mechanisms in place and regularly communicates with customers to ensure seamless functioning of their operations.
4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable). If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?**

   Yes, the Company provides product information as mandated by applicable laws, supplemented by additional information on safe handling, application use cases, and disposal where relevant. The Company also conducts customer satisfaction surveys to gauge customer experience with its products and services. Feedback received through these surveys is reviewed by the sales and quality teams and is used to drive continuous improvement initiatives across product development, packaging, and service delivery.