

Annexure - F

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L51900GJ1980PLC065554
2.	Name of the Listed Entity	Shaily Engineering Plastics Limited
3.	Year of incorporation	18/04/1980
4.	Registered office address	Survey no. 364/366, AT & PO. Rania, Taluka Savli, District Vadodara - 391780 Gujarat India
5.	Corporate address	Survey no. 364/366, AT & PO. Rania, Taluka Savli, District Vadodara - 391780 Gujarat India
6.	E-mail	secretarial@shaily.com
7.	Telephone	+91 75748 05122 / +91 75748 05181
8.	Website	www.shaily.com
9.	Financial year for which reporting is being done	F.Y. 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital	₹9,19,10,186
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Harish Punwani, Company Secretary Telephone: +91 75748 05122 / +91 75748 05181 Email: secretarial@shaily.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	This report is being prepared on a Standalone basis.
14.	Name of assurance provider	Shaily is not falling under Top 250 Listed Companies as per Market Capitalization on 31 st March 2025, and hence this is not applicable.
15.	Type of assurance obtained	

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Plastic products, non-metallic mineral products, rubber products, fabricated metal products	100%

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

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1.	Plastic products, non-metallic mineral products, rubber products, fabricated metal products	22209	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6	3	9
International	0	3	3

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	35

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

Exports contributed 77.9% of the total turnover of the entity for the FY 2024-25.

c. A brief on types of customers

Shaily Engineering Plastics Limited the Company is engaged in the manufacture & supply of high precision injection moulded plastic components/ products which are supplied across multiple industries, viz.

- Home furnishings
- Medical devices, packaging
- FMCG
- Automotive
- Appliances
- Electronics, LED lightings
- Engineering & others
- The Company manufactures & supplies medical devices on contract manufacturing basis & also supplies medical devices where the IP is owned by the Company
- The Company manufactures moulds & dies which are also supplied to the customer

IV. Employees

20. Details as at the end of Financial Year: 2024-25

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	586	552	94.2%	34	5.8%
2.	Other than Permanent (E)	253	234	92.5%	19	7.5%
3.	Total employees (D + E)	839	786	93.7%	53	6.3%
Workers						
4.	Permanent (F)	93	93	100%	0	0.0%
5.	Other than Permanent (G)	1710	1192	69.7%	518	30.3%
6.	Total workers (F + G)	1803	1285	71.3%	518	28.7%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled employees						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	1	1	100%	0	0%
3.	Total employees (D + E)	2	2	100%	0	0%
Differently abled workers						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	5	5	100%	0	0%
6.	Total workers (F + G)	5	5	100%	0	0%

21. Participation/ Inclusion/ Representation of women

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Managerial Personnel	2	0	0%

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.6%	1.2%	14.8%	17.5%	1.5%	19%	22%	1.5%	23.5%
Permanent Workers	2%	0%	2%	2%	0%	2%	2%	0%	2%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Shaily Innovations Limited (Formerly known as Shaily (UK) Limited)	Wholly Owned Subsidiary	100%	No
2.	Shaily Innovations FZCO, Dubai, UAE	Wholly Owned Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in ₹) 738,11,94,117/-

(iii) Net worth (in ₹) 496,21,84,870/-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://static.shaily.com/5i6feMgKRqCZ7PKDUL5A-sepl-hr-012-business-partner-code-of-conduct-pdf	0	0	0	0	0	0
Investors (other than shareholders)	Yes https://static.shaily.com/5i6feMgKRqCZ7PKDUL5A-sepl-hr-012-business-partner-code-of-conduct-pdf	0	0	0	0	0	0
Shareholders	Yes https://shaily.com/investors/online-dispute-resolution	1	0	Company received one complaint from shareholder and the same was disposed within the given timeline	0	0	0
Employees and workers	Yes https://static.shaily.com/0sVWG35vSfDuDKLNOYBD-sepl-hr-005-grievance-routines-policy-r-4-10-04-2025-p-df	0	0	0	0	0	0
Customers	Yes https://static.shaily.com/5i6feMgKRqCZ7PKDUL5A-sepl-hr-012-business-partner-code-of-conduct-pdf	0	0	0	0	0	0
Value Chain Partners	Yes https://static.shaily.com/5i6feMgKRqCZ7PKDUL5A-sepl-hr-012-business-partner-code-of-conduct-pdf	0	0	0	0	0	0
Other (please specify)	Yes	0	0	0	0	0	0

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Conservation	Opportunity	There is a direct relation of cost savings & energy conservation and usage of renewable energy. Shaily is committed to transforming energy conservation into a strategic business goal along with the technological sustainable development of Energy Management System. The Company constantly endeavours to reduce energy consumption in all its operations.	-	Positive
2	Occupational Health and Safety (OHS) and Environment Safety	Risk & Opportunity	<p>Risk: Inherently associated with business activities and processes.</p> <p>Opportunity: Strong internal controls and governance mechanism are in place at each of the factory. This improves the employee/ worker safety and overall health wellbeing, leading to improved productivity.</p>	Company carries out regular assessments of all the health & environment risks. Various methods are employed to mitigate the risks. There is a proper Grievance Redressal Policy in place to resolve the grievances.	Positive
3	Social Responsibility	Opportunity	<p>Shaily's vision is to create the value for the nation, enhance quality of life across the entire socio-economic spectrum & build an inclusive India. We constantly strive to contribute the motto "May Everyone be Happy" & take up the cause of the welfare amongst the society.</p> <p>The Company's CSR policy provides for carrying out CSR activities as prescribed under Schedule VII to the Companies Act 2013, through various NGO's as well as through other channels.</p>	-	Positive
4	Water Conservation	Risk & Opportunity	<p>Risk: Water is very important especially in production. The scarcity of water can lead to hinderances in production. Non-compliance with water-related regulations and permits can result in legal and financial penalties. Inadequate water supply or disruptions in water availability can impact production schedules and lead to delays, downtime, or reduced productivity.</p> <p>Opportunity: Implementing water conservation measures can lead to significant cost savings by reducing water consumption and associated expenses, such as water supply and wastewater treatment costs</p>	<p>Installation of water flow meters to ensure effective water balance monitoring.</p> <p>Installation of Rainwater Harvesting infrastructure</p> <p>Installation of water-efficient plumbing fixtures</p> <p>Adopted zero wastewater discharge practices.</p> <p>Adopted water management plan that outlines strategies for mitigating risks, such as diversifying water sources, implementing water monitoring systems and establishing contingency plans for water shortages or disruptions.</p>	Positive

[illegible]

Governance, leadership and oversight

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

Shaily, has always been a frontrunner in sustainability. As a corporate citizen we have responsibility towards environment and society. Shaily is committed towards optimal use of renewable sources of energy by reducing its dependency on non-renewable resources of energy. In FY 25 the company has gone extra mile to disclose the BRSR core parameters. In FY 25 we consumed 11090561 Kwh energy through renewable sources. This shows our commitment towards reducing carbon footprint and to contribute more to the sustainable ecosystem. We are pleased to announce that the company achieved zero fatalities in FY 2024-25, underscoring our efforts towards protection of our employees and communities. Our responsibility towards society extends beyond the organisation. Through our CSR programmes, we undertake various programmes for upliftment of underprivileged section of the society.

At Shaily, sustainability is a base of strong foundation. We are committed to driving positive change, both within the organisation and the community. We believe together we can build a more sustainable future for the next generation.

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| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Name: Amit Sanghvi
Designation: Managing Director
DIN:00022444
Email: secretarial@shaily.com |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details. | Yes, the Company has constituted a Risk Management Committee (RMC) consisting of Directors who looks after the sustainability issues |

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	Any other Committee									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Any other Committee									Annually								
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	No	No	No	No	No	No	No	No	No

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Board of Directors and KMPs are regularly apprised with the changes in SEBI LODR Regulations, Companies Act 2013, and other relevant laws and regulations	100%
Key Managerial Personnel	1		100%
Employees other than BoDs and KMPs	46		100%
Workers	70	On job training programs like business ethics, social compliance, health, and safety, hygiene awareness, chemical material handling, first aid, firefighting, energy management, prevention of sexual harassment, six sigma, good documentation practices, good manufacturing practices, behaviour training, soft skill development, technical trainings etc.	100%

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

MONETARY					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
NON-MONETARY					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/ No)
Imprisonment	Nil	Nil	Nil		Nil
Punishment	Nil	Nil	Nil		Nil

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

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

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

Yes, the Company has a documented Anti Bribery Policy which speaks about the Company's commitment to conduct its business activities with honesty and integrity and in compliance with the laws of the countries in which it operates. <https://static.shaily.com/UgVljxROT66oU2FXXFY0-sepI-hr-001-anti-bribery-policy-eng-guj-pdf>

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. During the FY 2024-25 there were no cases of corruption or conflict of interests

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	77	65

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

Particulars	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading house 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	N.A.	N.A.
	b. Number of dealers/ distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0.003%	0
	b. Sales (Sales to related parties/ Total Sales)	0.003%	0.04%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0	0
	d. Investments (Investments in related parties/ Total Investments made)	100%	100%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain covered under the partners covered (by value of business done with such partners) under the awareness programmes
29	Training programs like social compliances, business Ethics, health and safety, hygiene awareness, chemical material handling, first aid, emergency preparedness etc.	75%

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 entity has a process in place to avoid conflict of interest involving members of the Board. The entity has a process of taking written declaration annually & whenever required thereafter, in order to avoid conflict of interest involving the members of the board. Further, the entity has laid down the code of conduct for all Board Members and Senior Management Personnels of the Company. The code of conduct is also available on the website: <https://static.shaily.com/cMYU8HxLROCTpPOhnvld-1-sepl-code-of-conduct-pdf>

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	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0%	0%	Nil
Capex	4.99%	0%	The Company has installed solar panels and enhanced its rainwater harvesting system which helps the company in reducing the cost of production thereby achieving sustainability

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

The Company has formulated an operating procedure to approve vendors. Materials are procured from approved vendors at both national and international level. The quality assurance team of the Company conducts periodic audit of the vendors, especially those who supply key materials. The Company has longstanding business relations with regular vendors. The Company enters in annual freight contracts with leading transporters for movement of materials. The Company continues to receive sustained support from its vendors.

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

43% of inputs were outsourced sustainably during the FY 2024-25.

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

(a) Plastics (including packaging)

- **Reusing and Recycling:** Not applicable for medical devices. Once the shelf life expires, materials are marked with a red label and moved to a designated rejection rack.
- **Disposition:** The Quality Control (QC) department is informed for further action. At the end of the product's life, materials are disposed of through scrapping or grinding.
- **Circular Economy:** Plant-generated plastic waste is collected and disposed of through an authorized agency, ensuring proper disposal methods and end-use mapping.

(b) E-waste

- **Storage and Disposal:** E-waste is periodically transferred to a designated Hazardous Waste storage area at the site. It is then picked up by a certified waste disposal agency approved by the Gujarat Pollution Control Board (GPCB).

(c) Hazardous Waste

- **Storage and Disposal:** Hazardous waste is periodically transferred to a designated Hazardous Waste storage area at the site. It is collected by a certified waste disposal agency approved by the GPCB.

(d) Other Waste

- **Storage and Disposal:** Other waste is periodically transferred to a designated waste storage area at the site. It is either reused or picked up by an appropriate agency for disposal.

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

Yes, the Extended Producer Responsibility is applicable to the Company.

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

The waste collection is in line with the Solid Waste Management Rules, 2016 & has been approved by the respective pollution control boards.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Not applicable as Shaily is a third-party manufacturer and directly supplying into the market.

NIC Code	Name of Product / Service	% of total Turnover contributed	% of total Turnover Contributed Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

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

Not Applicable

Name of Product/ Service	Description of the risk concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Plastic Raw Material	43%	37.06%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Shaily is a third-party manufacturer and hence this is not applicable.

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
E-waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Hazardous waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.** Shaily is a third-party manufacturer and hence this is not applicable

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
N.A.	N.A.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent employees											
Male	552	552	100%	552	100%	N.A.	N.A.	0	0%	552	100%
Female	34	34	100%	34	100%	34	100%	N.A.	N.A.	34	100%
Total	586	586	100%	586	100%	34	100%	0	0%	586	100%
Other than permanent employees											
Male	234	234	100%	234	100%	N.A.	N.A.	0	0%	234	100%
Female	19	19	100%	19	100%	19	100%	N.A.	N.A.	19	100%
Total	253	253	100%	253	100%	19	100%	0	0%	253	100%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent workers											
Male	93	93	100%	93	100%	N.A.	N.A.	0	0%	93	100%
Female	0	0	0%	0	0%	0	0%	N.A.	N.A.	0	0%
Total	93	93	100%	93	100%	0	0%	0	0%	93	100%
Other than permanent workers											
Male	1192	1192	100%	1192	100%	N.A.	N.A.	0	0%	1192	100%
Female	518	518	100%	518	100%	518	100%	N.A.	N.A.	518	100%
Total	1710	1710	100%	1710	100%	518	100%	0	0%	1710	100%

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the company	0.47%	0.43%

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity*	100%	5%	N.A.	100%	8%	N.A.
ESI	28%	95%	Y	12%	94%	Y
Others:	0%	0%	N.A.	0	0	N.A.

*Company is maintaining Gratuity Trust

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

Yes, the premises of the Shaily are disabled friendly and are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016

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

Yes, Shaily has an equal opportunity policy as a part of its BRSR policy which highlights on providing equal opportunities <https://static.shaily.com/VsAq7refSxWEh1JN9XCS-sepl-hr-006-anti-discrimination-policy-r-4-p-df>

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

The Company does not have any provision for paternal leave however female employees/workers availed the maternity leave, returned to work and were retained thereafter during the year.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0%	0%	0%	0%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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.

Particulars	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	"Shaily is committed to enhancing the work environment by promptly identifying and addressing employee grievances, ensuring continuous improvement in work quality."
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Any grievance other than sexual harassment is addressed as per the Grievance Procedure in the following manner:

Level 1 (Approach the foreman/supervisor & redressal within 48 hrs.)

The aggrieved worker in the first instance will approach the foreman and tell him of his/her grievance orally. The foreman must redress his/her grievance and if the worker is not satisfied with this redressal, he/she can approach the supervisor.

Level 2 (Approach HOD & redressal within 3 days)

The supervisor must provide an answer within 48 hours. In the event of the supervisor not giving an answer or the answer not being acceptable to the worker, the worker goes to the next step. At this stage, the worker (either alone or accompanied by his departmental representative) approaches the Head of the Department who must give an answer within three days.

Level 3 (Recommendations of Committee should be communicated to the HOD within seven days)

If the Departmental Head fails to give an answer or if the worker is not satisfied with his answer, the worker may appeal to the Grievance Committee. The recommendations of this Committee should be communicated to the HOD within seven days from the date of the grievance reaching it.

Level 4 (HOD must take a decision and inform the worker within three days)

Unanimous decisions, if any, of the committee shall be implemented by the management. If there is no unanimity, the views of the members of the Committee shall be placed before the HOD's decision. The HOD has to take a decision and inform the worker within three days.

Internal Grievance handling flow should be completed within 45 days.

Appeal against the HOD's decision:

The worker can make an appeal against the HOD's decision. A union official may accompany the worker to the manager for discussion and if no decision is arrived at this stage, both the union and management may refer the grievance to voluntary arbitration of the receipt of the management's decision.

Flow -> Contact HR Department or Worker Representative / Social Performance Team Representative -> Report Grievance/ misconduct verbally or written-> Issue show cause notice -> Record reply of show cause notice, Period: within 3 days ->Investigation->Conclusion/Findings

Conclusion:

Guilty->Either party -> Disciplinary action taken based on severity e.g.: suspension -> show cause notice -> Either party not satisfied, can proceed as per Industrial Dispute Act.

Non-Guilty->Either party -> Complaint closed -> Mutual Settlement

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

Shaily does not recognize any association(s)/Unions. However, there is a Workers Committee in place which reports active participation by workers representatives and management.

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	586	0	0%	536	0	0%
Male	552	0	0%	508	0	0%
Female	34	0	0%	28	0	0%
Total Permanent Workers	93	0	0%	93	0	0%
Male	93	0	0%	93	0	0%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	786	786	100%	786	100%	769	769	100%	769	100%
Female	53	53	100%	53	100%	46	46	100%	46	100%
Total	839	839	100%	839	100%	815	815	100%	815	100%
Workers										
Male	93	93	100%	93	100%	1245	1245	100%	1245	100%
Female	1710	1710	100%	1710	100%	383	383	100%	383	100%
Total	1803	1803	100%	1803	100%	1628	1628	100%	1628	100%

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	786	786	100%	769	769	100%
Female	53	53	100%	46	46	100%
Total	839	839	100%	815	815	100%
Workers						
Male	93	93	100%	1245	1245	100%
Female	1710	1710	100%	383	383	100%
Total	1803	1803	100%	1628	1628	100%

10. Health and safety management system:

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

Yes, Shaily is an ISO certified organisation which indicates its commitment towards the health and safety of its workers and employees. The Company has a Health, Safety and Environment (HSE) Policy and Incident, Accident & occupational Health centre policy to ensure safe and healthy work environment across all its plants and offices. The policy has clear instructions and safety protocols for all employees and workers to follow to prevent damages to the property and life. Also, being SA8000 and RBA certified, Shaily follows its standards for occupational health and safety management.

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

Studies related to Hazard Identification & Risk Assessment (HIRA) are carried out from time to time as per the requirement along with the internal/external audits.

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

Yes, the Company has a well-established process to enable workers to report the work-related hazards in order to remove themselves from such risks. Workers can approach safety officer and can directly interact with them and give their suggestions. The company also has an EHS committee to address the concerns or provide inputs on safety related matters.

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

(Yes/ No)

Yes, the employee/worker of the entity have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers		
Total recordable work-related injuries	Employees	0	0
	Workers		
No. of fatalities	Employees	0	0
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers		

*Including in the contract workforce

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

Shaily undertakes various measures to ensure the health and safe working environment of its employees and workers. This includes the following measures:

1. Defined Health and Safety policies: The company has defined health and safety policies containing the SOPs' related to health and safety, ensuring employees are aware of the safety protocols.

2. Conducting Fire Fighting Drills and Mock Drills: Company conduct Mock Drills every 6 months and Fire Drills every 2 months. Also, Emergency preparedness training are imparted regularly inclusive of Health and Safety trainings to create awareness among all employees and to prepare employees for emergency situations and reinforce safety practices.
3. Installation of CCTV: CCTV cameras are installed in the entire campus to monitor the physical security and surveillance of the premises.
4. Provision for Safety Gears: Company provides safety gears like safety shoes, goggles, helmet, ear plugs to its employees and workers to protect themselves from potential safety risks
5. Conducting Regular Safety Audits: The Company conducts regular safety audits to evaluate and improve the safety standards within the organization.
6. Installation of Fire Hydrant System: The Company has installed the fire hydrant systems along with adequate fire extinguishers and fire alarm systems at the place of potential fire break out.
7. The Company provides its employees and workers with access to canteen, drinking water facility and proper sanitary systems resulting into healthy working conditions.
8. Wellness Initiatives: Access to fitness programs, stress management resources, and healthy lifestyle education.
9. Health Campaigns: A Bone Mineral Density (BMD) test, BCA (Body Composition Analysis) Test, Health awareness days etc. on yearly basis
10. Employee Engagement: Involving workers in safety committees, in celebration of National Safety Week, Fire Service Week, International Day of Yoga, World Environment Day etc. and improvement initiatives.
11. Safety signs and markings: Instructions, hazard warnings, and evacuation routes are clearly displayed in English and local language.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

Workplace activities are closely monitored; regular audits of the workplace are conducted to identify and mitigate risk. Regular training is imparted to all the employees and workers.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N). Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
 - A. The company takes all the necessary documents like GST registration certificate, PAN Card, and other relevant documents for registration from vendors.
 - B. The company verifies Income Tax/GST filing status of the Vendors as per the IT/GST website.
 - C. For registration of contractors, the company verifies their PF challans and other statutory returns.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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)

Yes. Employees, after retirement age, are considered for advisory roles in the Company only at the discretion of Management.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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.

Workplace activities are closely monitored; regular audits of the workplace are conducted to identify and mitigate risk. Regular training is imparted to the value chain partners

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. In a business context, customers, investors and shareholders, employees, suppliers, government agencies, communities, and many others who have a “stake” or claim in some aspect in a company’s products, operations, markets, industry, and outcomes are known as “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 a Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website other)	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, notices, hotline numbers, Anonymous complaint box, Survey open door policy/ suggestion/ feedback box and other communication mechanism	Daily	Awareness of Company Policies and procedures
Shareholders/ Investors	No	Emails, Newspaper Advertisement, Company & Stock exchange website, General Meetings	Quarterly, Yearly and Need based	Notices of AGM, Disclosing Financial Results, Sending Annual Reports
Customers	No	E-mail and other communication channels	Need based	Product Awareness, customer acquisition
Research Analyst	No	Email and other Communication channels	Need based	Interaction on the financial results & issuance of press releases

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website other)	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	Emails/ Physical meetings	Need based	Purchase of packaging material machinery, raw materials etc.
Government/ Regulatory agencies	No	Email/ con-calls/ meetings	Need based	On legal amendments, regulations, approvals
Community	No	Directly	Need based	Implementing CSR activities to support social needs

Leadership Indicators

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

The Management engages in dialogue with stakeholders through various platforms. This platform includes meetings/discussions between the Senior Management and the stakeholders. By establishing the channels of communication Shaily tries to understand the expectations of stake holders in respect of environment, social and governance.

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

Yes, stakeholder consultation plays an important role in identifying and managing environmental and social topics. The consultation helps Shaily to get feedback from the stakeholders, which in return helps the Company to deeply understand the environmental and social concerns. These inputs are further utilized to formulate robust policies that align with the stakeholders' expectations and industry standards. By involving the stakeholders in the policy making process, the Company confirms that its policies effectively address the key environmental and social issues relevant to its operations.

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

The Company directly or through other Non-Government Organisations actively engages in CSR activities. This includes uplifting the under-privileged sections of society. The Company supports poor and needy students financially by sponsoring their school fees, uniforms etc.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. employees/ workers covered (B)	% (B/A)	Total (C)	No. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	586	586	100%	536	536	100%
Other than permanent	253	253	100%	279	279	100%
Total Employees	839	839	100%	815	815	100%

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. employees/ workers covered (B)	% (B/A)	Total (C)	No. employees/ workers covered (D)	% (D / C)
Workers						
Permanent	93	93	100%	93	93	100%
Other than permanent	1710	1710	100%	1535	1535	100%
Total Workers	1803	1803	100%	1628	1628	100%

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/ A)		No. (B)	% (B/A)	No. (F)	% (F/D)
Employees										
Permanent	586	0	0%	586	100%	536	0	0%	536	100%
Male	552	0	0%	552	100%	508	0	0%	508	100%
Female	34	0	0%	34	100%	28	0	0%	28	100%
Other than permanent	253	0	0%	253	100%	279	0	0%	279	100%
Male	234	0	0%	234	100%	261	0	0%	261	100%
Female	19	0	0%	19	100%	18	0	0%	18	100%
Workers										
Permanent	93	0	0%	93	100%	93	0	0%	93	100%
Male	93	0	0%	93	100%	93	0	0%	93	100%
Female	0	0	0%	0	0%	0	0	0%	0	100%
Other than permanent	1710	1710	100%	0	0%	1535	1442	93.94%	93	6.05%
Male	1192	1043	87.5%	149	12.50%	1152	1071	92.97%	81	7.03%
Female	518	499	96.33%	19	03.67%	383	383	100%	0	0%

3. Details of remuneration/salary/wages as on 31st March 2025

a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Gross Salary)	Number	Median remuneration/ salary/ wages of respective category (Gross Salary)
Board of Directors (BoD)	3	45996033	1	9856420
Key Managerial Personnel	2	3163994	1	988513
Employees other than BoD and KMP	547	453952	33	434585
Workers	93	449062	-	-

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	28.72%	15.73%

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, our organization has established several committees to address human rights impacts or issues that may arise from our business activities. These committees work collectively to uphold and protect human rights within our organization. These committees include:

- Workers / SPT Committee: Focuses on labour rights and ensuring fair treatment of all employees.
- Environmental, Health, and Safety (EHS) Committee: Addresses environmental and workplace safety concerns.
- Prevention of Sexual Harassment (POSH) Committee: Ensures a safe and respectful workplace, free from harassment.
- Grievance Committee: Handles complaints and grievances from employees to ensure they are resolved fairly and promptly.

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

Our organization has established comprehensive internal mechanisms to address grievances related to human rights issues. These mechanisms ensure that any grievances related to human rights are handled with the utmost care and attention. These mechanisms include:

- Documented Procedures: We have well-defined routines and procedures for reporting and addressing grievances related to human rights, social, and working conditions.
- Grievance Reporting: Employees can report issues such as discrimination, harassment, and abuse through designated channels.
- Investigation and Resolution: Each complaint is thoroughly investigated, and appropriate actions are taken to resolve the issues promptly and fairly.
- Support Systems: We provide support to affected individuals throughout the grievance process to ensure their concerns are addressed effectively.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

Shaily is committed to developing a culture where it is safe for all employees/workers to raise concerns about any event or misconduct. The Company has a robust Vigil Mechanism Policy/Whistle Blower Policy to safeguard confidentiality of the complainant thereby preventing adverse consequences to the complainant in discrimination and harassment cases.

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

10. Assessments for the year:

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

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

No such case was reported during the year. Policies on Child Labour, Forced and Bonded Labour, Anti- Discrimination, Employment Guidelines, Worker's employment is in place.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. No grievances / complaints recorded.**2. Details of the scope and coverage of any Human rights due diligence conducted.**

Shaily is dedicated to upholding and respecting human rights. The company's Human Rights Policy guides its actions and decisions, aligning with the United Nations Guiding Principles on Business and Human Rights. Shaily addresses and resolves issues related to business and human rights, by regularly updating senior management and other personnel on reforms and changes. Additionally, the company actively promotes the adoption of best practices in human rights among employees and value chain partners.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? Yes**4. Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	100%

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

No such case was reported

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

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	120206995	98791200
Total fuel consumption (B)		
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	120206995	98791200
From non-renewable sources		
Total electricity consumption (D)	0	0
Total fuel consumption (E)	3079935	3883575*
Energy consumption through other resources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	3079935	3883575
Total energy consumed (A+B+C+D+E+F)	123286930	102674775
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.02	0.02
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.34	0.34
Energy intensity in terms of physical Output (MJ/MT)	5252.02	4855.85
Energy intensity (optional) – the relevant metric may be selected by the entity	Mega Joules (MJ)	Mega Joules (MJ)

* Restated figures

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

PPP rate source: <https://data.worldbank.org/indicator/PA.NUS.PPP>

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. Not Applicable

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	5720	6265
(ii) Groundwater	66293	64622
(iii) Third party water	4296	3526
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	76309	74413
Total volume of water consumption (in kilolitres)	76309	74413
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000010	0.000012
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000211	0.000247
Water intensity in terms of physical Output (KL/MT)	3.25	3.52
Water intensity (optional) – the relevant metric may be selected by the entity	Kilo Liters (KL)	Kilo Liters (KL)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

PPP rate source: <https://data.worldbank.org/indicator/PA.NUS.PPP>

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	5720	6265
- No treatment		
- With treatment – please specify level of treatment	5720	6265
(ii) To Groundwater	66293	64622
- No treatment		
- With treatment – please specify level of treatment	66293	64622
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	72013	70887

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

The company has implemented a mechanism for Zero Liquid Discharge through setting up of Sewage Treatment Plant/Soak pit in all its plants, except for one plant located in Halol, Gujarat. Also, the Company is planning to enhance its rainwater harvesting capacity for positive charge of ground water.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	ppmv	0	0
SOx	%	0	0
Particulate matter (PM)	Mg/Nm3	0	0
Persistent organic pollutants (POP)	Ug/Nm3	0	0
Volatile organic compounds (VOC)	Ug/Nm3	0	0
Hazardous air pollutants (HAP)	Ug/Nm3	0	0
Others – please specify	ppmv	0	0

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2292.8	2985.97
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	267.12	49.773

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO2 equivalent	0.00000035	0.00000049
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent	0.00000071	0.00001008
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MT/MT)	Metric tonnes of CO2 equivalent	0.109	0.144
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric Tonnes (MT)	Metric Tonnes (MT)	Metric Tonnes (MT)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

PPP rate source: <https://data.worldbank.org/indicator/PA.NUS.PPP>

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Scope 1- Shaily is committed towards reducing the greenhouse gases emissions under

Scope 1 – The Company has replaced diesel forklifts with electric forklifts on its premises.

Scope 2 – Shaily is purchasing green energy from third-party renewable energy sources. The Company has started working towards energy efficiency measures as a strategic program for the implementation of the most energy efficient technologies as per the industry standards. Further the company has started the generation of onsite Solar Power Plant having a capacity of 1.30 MW at Halol as per the industry standards.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.70	7.69
E-waste (B)	0.46	0
Bio-medical waste (C)	0.004	0.007
Construction and demolition waste (D)	0	0
Battery waste (E)	1.70	0
Radioactive waste (F)	0.46	0
Other Hazardous waste. Please specify, if any. (G)		0
Cotton waste containing oil	1.95	0.43
Used Oil	0.705	0.973
ETP Sludge	0.66	0
Paint Sludge	0.46	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Packing/Paper Waste	71.74	56.85
Wooden Scrap	93.59	97.38
Total (A + B + C + D + E + F + G + H)	171.26	163.33
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000002	0.00000003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000005	0.00000005
Waste intensity in terms of physical output	0.007	0.008
Waste intensity (optional) – the relevant metric may be selected by the entity	Metric Tonnes (MT)	Metric Tonnes (MT)

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	0	0
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	0	0
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

PPP rate source: <https://data.worldbank.org/indicator/PA.NUS.PPP>

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.

At Shaily, we are committed towards responsible and sustainable waste management within our manufacturing operations. The Company has entered contract with various environmental agencies to pick the plant-generated plastic waste and disposed the same, ensuring proper disposal methods and end-use mapping. These agencies are certified by Gujarat Pollution Control Board (GPCB).

In addition to plastic waste, the Company prioritizes the proper disposal of other types of waste such as e-waste, battery waste, spent oil, and scraps. These materials often contain hazardous components that require specialized handling and treatment to prevent harm to the environment and human health. By engaging authorized vendors, we ensure that these waste materials are managed in compliance with relevant regulations and best practices.

The water discharged from production is recycled through Effluent Treatment Plant and thereafter ETP sludge is sent to GPCB authorised agency through manifest. Sewage water is treated by available Sewage Treatment Plant and after the treatment the same water is used for gardening. RO rejected water is used for flushing purposes.

Through these waste management practices, we strive to minimize our environmental impact, promote sustainability, and contribute to a circular economy by repurposing waste materials for beneficial reuse.

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:

No, the Company does not have any office or plant location in the buffer zone or ecologically sensitive area.

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	Nil	Nil	Nil

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable as the Company has not undertaken any projects that require an Environmental Impact Assessment (EIA)

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No).	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Leadership Indicators

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

Not applicable as all the facility/plants are located in water abundant area.

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

Not Applicable as no facility / plant located in water stress areas.

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)	0	0
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)	0	0
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

Safety Incident/Number	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Applicable	
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. The facilities of the Company are not located in ecologically sensitive areas.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Engagement into Power Purchase Agreement	Signed long term power purchase agreement (PPA) to procure energy from wind power resources	Promotion of green energy Reduction in GHG emissions
2.	Maintaining Zero Liquid Discharge	After recycling water from Sewage Treatment Plant, the treated water is utilized for green development area and flushing purpose	Improving water efficiency
3.	Rainwater Harvesting	Collection of rainwater to recharge the ground water by rain harvesting pit	Improving ground water efficiency
4.	Installation of energy efficient equipment	Installation of new servo-based injection moulding machines	Reduction in Energy Consumption Reduction in GHG emissions
5.	Installation of solar roof top panel	Installation of solar panel 1.30 MW at our Halol facility	Reduction in cost of production

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

Yes, the offsite emergency plan is in place for disaster management as a part of a Risk Mitigation Strategy. The Company has an Emergency Response Team (ERT) in place to respond in emergency situations. The Company has fully insured its properties against all natural calamities like fire, flood, earthquake. The Company has installed fire hydrants at the plant location. Fire extinguishers are installed in fire sensitive areas. Fire evacuation and mock drills are carried out at regular intervals to make employees/workers aware of the emergency preparedness. HSE training is also imparted on a regular basis.

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

There is no adverse impact on the environment arising from the value chain of the entity.

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

All registered sub-supplier's assessments, including environmental impacts are recorded by the Company on regular basis.

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

S. No.	Name of the trade and industry chambers/ associations	Name of the trade and industry chambers/ associations
1	Plast India Foundation	National
2	Organisation of Plastic Processors of India (OPPI)	National
3	Confederation of Indian Industries (CII)	National
4	Plastics Export Promotion Council (PLEXCONCIL)	National
5	Federation of Gujarat Industries (FGI)	State
6	Gujarat Employers Organisation (GEO)	State
7	Baroda Productivity Council (BPC)	State

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

Not applicable as there were no adverse orders received from any authority.

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators

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

S. No.	Public policy advocated.	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
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Shaily acknowledges its responsibilities within the democratic and constitutional framework and is fully compliant with the laws and regulations applicable to it. The company actively engages with different government bodies, regulators and other legislative entities. The Company has not advocated any public policy in FY 2024-25

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
- During the FY 2024-25, none of the Company's projects were under ambit of mandated SIA exercises.

Name and brief details of project	SIA Notification No..	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

During the FY 2024-25, there were no projects for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken

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

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

The Company regularly interacts with local community at different levels to understand their concerns and act upon them, there is a dedicated channel which is managed by site level HR to redress the grievance of the local community.

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	60%	46%
Directly from within India	70%	77%

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	60%	55%
Semi-urban	-	-
Urban	-	-
Metropolitan	40%	45%

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

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): Not applicable as there was no social impact assessment which was carried out.

Details of negative social impact identified	Corrective action taken
Nil	Nil

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

Shaily has always been instrumental in commissioning significant CSR programmes specially in the areas of its operation. However, none of the CSR programmes implemented by Shaily falls in aspirational districts and hence this disclosure is not applicable.

S. No.	State	Aspirational District	Amount spent (In H)
0	0	0	0

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) Not applicable as Shaily is a third-party manufacturer and most of the suppliers are nominated by the Customers.

(b) From which marginalized /vulnerable groups do you procure? Considering the nature and availability of raw materials, company procures raw materials from the best sources available.

(c) What percentage of total procurement (by value) does it constitute? Not ascertained

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

The Company has not engaged with any entity during the reporting period for deriving or sharing any benefits from the intellectual properties owned or acquired by the Company.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
0	0	0	0	0
0	0	0	0	0

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Not Applicable

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

6. Details of beneficiaries of CSR Projects:

The CSR report is given in the Annexure C of Boards Report

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

Form "Investigation, Corrective and Preventive Action" is documented for Complaint handling, action implementation and effectiveness verification. Below mentioned SOP is available in Shaily QMS.

Main Steps of complaint management:

1. Receiving/Notified about Complaint (through Customer, Product user, Regulatory/government body, company employee, website and relevant online portals).
2. Logging complaint in the Customer Complaint Log by FH-QC or Deputy with details received from complainant along with samples (if provided).
3. FH-QA / MR assigns a specific rolling serial number for traceability and to ensure control for closure activities and monitor effectiveness.
4. Customer is acknowledged about the receipt of the complaint within one business day by FH-QC or Deputy.
5. Quality team carries out the inspection activities. Investigation to be carried out in Investigation, Corrective Action and Preventive Action Form.
6. Based on the results of investigation, Correction and Containment actions, Corrective action and Preventive actions are defined and recorded in Form ("Corrective and Preventive action").
7. The investigation is completed within 30 days from date of complaint received. Customer acceptance is obtained on the Investigation, corrective and preventive action, form as per customer requirement.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable as Shaily does not have a B2C model and hence this is not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	N.A.	0	0	N.A.
Advertising				0	0	N.A.
Cyber-security	0	0	N.A.	0	0	N.A.
Delivery of essential services	0	0	N.A.	0	0	N.A.
Restrictive Trade Practices	0	0	N.A.	0	0	N.A.
Unfair Trade Practices	0	0	N.A.	0	0	N.A.
Other	0	0	N.A.	0	0	N.A.

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a weblink of the policy. Yes, the entity has an IT Security Policy which covers cyber security and risks related to data privacy.

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.

No such event(s) was reported during the FY 2024-25, hence not applicable.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches** - No such instances have been reported
- Percentage of data breaches involving personally identifiable information of customers** - No such instances have been reported
- Impact, if any, of the data breaches** - No such instances have been reported

Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).** www.shaily.com
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.** Shaily is a third-party manufacturer (B2B model) and meets all the customer requirements on a product level. Hence this is being handled from customer end.
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.** The products and services rendered by Shaily do not fall in the category of essential services and hence this is not applicable.
- 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** Not Applicable, as Shaily is third party manufacturer, and the product information is being ascertained by the Customer.
- Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)** Yes, the customer satisfaction survey is applicable to the entity as a whole and is being performed on a yearly basis.