

Date: June 09, 2025

To
Department of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai, MH - 400001

To
Listing Department
National Stock Exchange of India Limited
C-1, G-Block, Bandra-Kurla Complex
Bandra (E), Mumbai, MH - 400051

Scrip Code: 542652 Scrip Symbol: POLYCAB
ISIN: INE455K01017

Dear Sir(s) / Madam(s),

Sub: Submission of Business Responsibility and Sustainability Report (BRSR) for Financial Year 2024-25

Pursuant to Regulation 34(2)(f) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) for Financial Year (FY) 2024-25, along with Independent Assurance Statement on BRSR Core Indicators provided by TUV India Private Limited which also forms part of the Integrated Annual Report for FY 2024-25.

This is for your information and record.

Thanking you
Yours Faithfully

For **Polycab India Limited**

Manita Carmen A. Gonsalves

Vice President-Legal and Company Secretary

Membership No.: A18321

Address: #29, The Ruby, 21st Floor, Senapati Bapat Marg,
Tulsi Pipe Road, Dadar (West), Mumbai, MH-400028

POLYCAB INDIA LIMITED

Registered Office:

Unit 4, Plot No 105, Halol Vadodara Road,
Village Nulpura, Taluka Halol,
Panchmahal, Gujarat 389 350
Tel: 2676- 227600 / 227700

Corporate Office:

Polycab India Limited
CIN: L31300GJ1996PLC114183
#29, The Ruby, 21st Floor, Senapati Bapat Marg,
Tulsi Pipe Road, Dadar (West), Mumbai 400 028
Tel: +91 22 6735 1400
Email: shares@polycab.com
Web: www.polycab.com

Business Responsibility & Sustainability Report

Section A - General Disclosures

I. Details of the listed entity:

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Company	L31300GJ1996PLC114183
2	Name of the Listed Entity	Polycab India Limited ('the Company / Polycab / we / our')
3	Year of Incorporation	1996
4	Registered Office Address	Unit No.4, Plot No.105, Halol Vadodara Road, Village Nurpura, Taluka Halol, Panchmahal, Gujarat - 389350
5	Corporate Address	Polycab India Limited #29, "The Ruby", 21 st Floor, Senapati Bapat Marg, Tulsi Pipe Road, Dadar West, Mumbai - 400 028
6	E-mail	shares@polycab.com
7	Telephone	022-24327070-74
8	Website	www.polycab.com
9	Financial Year for which reporting is done	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	- National Stock Exchange of India Limited (NSE) - BSE Limited (BSE)
11	Paid-up Capital	INR 1,504.26 million
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Manita Carmen A. Gonsalves Company Secretary and Vice President - Legal Telephone No: 022-24327070-74 e-mail id: shares@polycab.com
13	Reporting boundary	The disclosures made in this report are on a standalone basis.
14	Name of assurance provider	TUV India Pvt Ltd
15	Type of assurance obtained	Reasonable Assurance - BRSR Core

II. Products/Services

16. Details of Business Activities (accounting for 90% of the turnover)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover
1.	Wires and Cables (W&C)	Manufacturing of wires and cables	84%
2.	Fast Moving Electrical Goods (FMEG)	Manufacturing fans, lighting and luminaires, solar, switchgear, switches, conduit pipes and fittings, and small domestic appliances.	7%

17. Products/Services sold by the entity

Sr. No.	Product/Service	NIC Code	% of Turnover contributed
1.	Wires and Cables	2732	84%
2.	FMEG	2710/2740/2750	7%

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	27 - Manufacturing Facilities	1 - Corporate Office	76
	34 - Warehouses and Depots	3 - Regional Offices	
		11 - Branch Offices	
International	-	-	-

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	84 Countries

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

In FY 2024-25, Polycab achieved export revenue of INR 13,452 million, accounting for 6% of the Company's total turnover. This reaffirmed our position as one of India's largest cables exporters, with a footprint spanning 84 countries across key regions, including the Americas, Australia, Europe, and the Middle East which remained major demand centres. The global shift toward clean energy infrastructure accelerated by government-backed decarbonization targets and renewable investments continues to open significant avenues for cable deployment in solar, wind, and grid-modernization projects. Over and above that, continued investments in infrastructure growth across emerging markets provide continuous long-term demand visibility. Polycab is well-positioned to meet this transformation with offering technically robust, high-performance cables that support safe and efficient power transmission in complex environments.

Our focused export strategy is anchored in Project Spring, which has been implemented following the success of Project LEAP. Project Spring encompasses structured initiatives to drive global market expansion, accelerate new product development, and align with international certifications. This approach has allowed us to continue penetrating new geographies, while strengthening customer trust, and building capabilities tailored to international compliance and technical standards. By consistently delivering quality-assured, performance-driven products, backed by strong logistics and service, Polycab is advancing toward its ambition of becoming a preferred global partner for cabling solutions. Looking ahead, we will continue to scale our export operations by expanding geographic reach, increasing business from existing clients and deepening our presence in future-forward sectors such as renewables, electric mobility, and digital infrastructure.

c. A brief on types of customers

Polycab is India's largest and most diversified W&C manufacturer, with an expanding presence in the FMEG industry. While the Company primarily sells its wide product portfolio through distributors and dealers, our expanded customer base encompasses institutional clients, retail consumers as well as international partners, each contributing to our multifaceted operations.

1. **Distributors and Dealers:** Our extensive distribution network, comprising 4,300+ authorized dealers and distributors and over 2,00,000 retail outlets across India, enables us to reach a wide array of institutional, government and retail customers. This network ensures that our quality electrical products are accessible to consumers nationwide, supporting residential and commercial needs alike.

2. **Institutional Clients:** We cater to a broad spectrum of industries, including Infrastructure, Oil and Gas, Automobiles, Power, Telecommunications, Real Estate, Defense, Chemicals, Metals, Technology, Cement and Data Centers, among others.
3. **Engineering, Procurement, and Construction (EPC):** Our EPC division has successfully executed various projects, including rural and urban electrification, refinery operations, optical fiber cable deployment and high-voltage cable installations. These projects, undertaken for both government and private entities, highlight our capability to deliver comprehensive solutions.
4. **International Partners:** Polycab has established presence in 84 countries, supplying cables to sectors such as Renewable Energy, Oil and Gas, and Infrastructure. Our commitment to quality and compliance with international standards has positioned us as a trusted partner in global markets.

We value our relationships with all customers, from micro, small, and medium enterprises (MSMEs) to large corporations, fostering partnerships based on trust and mutual growth.

IV. Employees

20. Details as at March 31, 2025

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	3,426	3,226	94.16%	200	5.84%
2.	Other than Permanent (E)	751	723	96.27%	28	3.73%
3.	Total employees (D + E)	4,177	3,949	94.54%	228	5.46%
Workers						
4.	Permanent (F)	1,832	1,831	99.95%	1	0.05%
5.	Other than Permanent (G)	10,875	10,663	98.05%	212	1.95%
6.	Total workers (F + G)	12,707	12,494	98.32%	213	1.68%

b. Differently abled employees and workers

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. & % of Females	
		Number (B)	% (B/A)
Board of Directors (BOD)	11	2	18%
Key Management Personnel (KMP)*	1	1	100%

*Excluding BOD

22. Turnover rate for permanent employees and workers

Particulars	FY 2024 - 25			FY 2023 - 24			FY 2022 - 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	24%	19%	22%	24%	22%	17%	38%	18%
Permanent Workers	3%	0%	3%	3%	0%	3%	3%	0%	3%

At Polycab, attrition is calculated as the ratio of the total number of employees who exited during the financial year to the average number of employees per month throughout the financial year.

We are continuously implementing various initiatives designed to create an environment that supports talent development and retention. These initiatives include regular employee engagement activities and benefits (including insurance, incentives, and family support through the Demise Policy), mentorship programs, induction training for smooth onboarding, and refresher courses to help improve retention rates.

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As at March 31, 2025)

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held in listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Polycab Australia Pty Limited	Subsidiary	100%	No
2.	Polycab Electricals and Electronics Private Limited	Subsidiary	100%	No
3.	Polycab Support Force Private Limited	Subsidiary	100%	No
4.	Polycab USA LLC	Subsidiary	100%	No
5.	Steel Matrix Private Limited	Subsidiary	100%	No
6.	Uniglobus Electricals and Electronics Private Limited	Subsidiary	100%	No
7.	Dowells Cable Accessories Private Limited	Subsidiary	60%	No
8.	Tirupati Reels Private Limited	Subsidiary	55%	No
9.	Techno Electromech Private Limited	Joint Venture	50%	No

VI. Corporate Social Responsibility (CSR) Details

- 24.** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- (ii) Turnover: INR 219,140 million
- (iii) Net worth: INR 97,627 million

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 (NGRBC)

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			FY 2023 - 24		
		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 - Refer note 1	Yes Refer link	0	0	-	0	0	-
Investors (other than shareholders) - Refer note 2	Yes Refer link	0	0	-	0	0	-
Shareholders - Refer note 2	Yes Refer link	67	0	100% resolved	56	0	100% resolved
Employees and workers - Refer note 3	Yes Refer link	0	0	-	0	0	-
Customers - Refer note 4 & 5	Yes Refer link	3,63,439	424	0.12% pending	3,64,206	369	0.10% pending less than 2 days
Value Chain Partners - Refer note 5	Yes Refer link Yes Refer link	0	0	-	0	0	-
Other (please specify)	-	0	0	-	-	-	-

Notes:

- Communities – Polycab engages with communities through its dedicated Social Welfare Foundation, or in partnership with subject-matter experts, NGOs, and field-level consultants to implement social development projects. Community members engage with the CSR Management Team and implementing agency directly. They are given platforms to raise complaints, express concerns, provide feedback, and participate in the design and execution of initiatives. A dedicated grievance redressal mechanism is in place, communicated through visual displays, banners, and direct interactions at CSR implementation sites. The CSR consultants are encouraged to ensure that the grievance redressal mechanism is promulgated and advertised while undertaking the CSR Projects. Beneficiaries, implementing agencies and community members are encouraged to reach out to the CSR Management Team via speakup@polycab.com or / and 022-24327070-74 for any concerns or feedback. In addition, need assessments, impact assessments, monitoring mechanism and social audits conducted across projects serve as touchpoints to address queries and capture inputs from beneficiaries, ensuring continuous improvement and mutual accountability.
- Investors and Shareholders – The Company's Investor Relations department, Secretarial Team, Registrar & Transfer Agent and Stakeholders Relationship Committee are responsible for maintaining transparent, responsive communication with shareholders. Investor grievances are addressed through well-established processes, and details of complaints are submitted regularly to Stock Exchanges and the Securities and Exchange Board of India (SEBI). Shareholders can connect with the Company Secretary and Compliance Officer directly through the following email addresses: investor.relations@polycab.com, and shares@polycab.com.
- Employees and Workers – The Whistle-Blower Policy continues to serve as the primary mechanism for addressing grievances raised by employees, workers, and other internal stakeholders. The policy guarantees full anonymity for complainants and safeguards them against retaliation or victimization. Additionally, grievance handling is supported by internal communication channels, Health, Safety, and Environment (HSE) committee forums, and open-floor discussions, HR related grievance redressal, townhalls and suggestion box where workplace issues and suggestions are acknowledged and acted upon.
- Customers – Polycab has strengthened its customer grievance redressal infrastructure through a multi-channel approach. Product and service-related concerns can be submitted through the following platforms:
 - Email: customercare@polycab.com
 - Toll-free number: 1800 267 0008
 - Web-based CRM Portal: <https://care.polycab.com>
 - WhatsApp Chatbot: 7304485540
 - Customer Safety Manual promulgates safety for the consumers
- Value Chain Partners – Value Chain Partners, including suppliers, service providers, vendors, customers, traders, agents, consultants, contractors, dealers, distributors, institutional customers, business associates, and joint venture partners, along with their employees, agents, and representatives, are all subject to the Company's Supplier Code of Conduct. Value chain partners are expected to adhere to the Company's ethical standards and sustainability practices. Grievance reporting channels for value chain partners include both the Whistle-Blower Policy and specific provisions under the Supplier Code of Conduct, enabling them to raise concerns confidentially and without fear of retaliation. Customer complaints are disclosed separately according to the BRSR disclosures.

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

Various material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the Company's business are as indicated below:

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	Climate Change & Energy Strategy	Risk	<ul style="list-style-type: none"> Climate change poses both physical risks (e.g., extreme weather events) and transition risks (e.g., policy changes, carbon taxation) that may disrupt operations, alter asset values, and increase regulatory compliance costs. Market shifts towards low-carbon technologies could impact demand for conventional products and increase expectations for decarbonization across the value chain. Delays in adopting clean energy practices could reduce competitiveness, attract scrutiny from investors, and create reputational vulnerabilities. 	<ul style="list-style-type: none"> Polycab continues to decarbonize its energy mix by executing renewable energy contracts, including wind-solar hybrid power purchase agreements. We have installed 2650 KVAR and 1150A AHF Hybrid Power Factor Control Panels to improve power quality and harmonics distortion. Polycab has achieved significant strides towards a greener future by installing an 8.1 MW windmill and a 9.535 MW solar plant. We have strengthened disaster preparedness and invested in climate-resilient infrastructure across operational sites. Our operations are being aligned with evolving energy regulations to ensure proactive compliance and reduce exposure to transitional risks. Polycab is committed to achieving 50% renewable electricity by FY 2029-30 and expanding Scope 3 emissions reporting to cover key categories by FY 2029-30. These initiatives are aligned with our long-term Net Zero strategy, reinforcing our commitment to reducing operational risks and enhancing long-term competitiveness in a low-carbon economy. Polycab believes in the judicious utilization of natural resources without waste or overuse as part of our broader environmental commitments. 	Negative
2	Climate Change & Energy Strategy	Opportunity	<ul style="list-style-type: none"> Polycab's solar energy solutions, green wires, and energy-efficient cables, fans and lights are aligned with global sustainability demands, enhancing its value proposition in both domestic and international markets. Demonstrating leadership in emissions reduction can strengthen stakeholder confidence, attract sustainability-conscious investors, and support future growth. 	N/A	Positive
3	Circular Economy & Waste Management	Risk	<ul style="list-style-type: none"> Compliance with global and local regulations is becoming increasingly stringent, potentially resulting in cost escalation and operational complexity. The material composition of cables including copper, aluminum, plastics, and PVC poses technical challenges for end-of-life recovery and separation. Inept recycling or waste management increases reliance on virgin raw materials, exposing the business to resource cost fluctuations and supply chain risks. 	<ul style="list-style-type: none"> Polycab has established a robust compliance management system to monitor and implement EPR, e-waste, and hazardous waste regulations. We actively participate in industry forums to stay abreast of regulatory developments and contribute to shaping responsible waste management standards. Our waste management practices are guided by international standards, reinforcing our commitment to environmental compliance and process improvement. Polycab aims to achieve Zero Waste to Landfill (ZWtL) status for its manufacturing sites by FY 2029-2030 & enhance recycling practices across the value chain to minimize reliance on virgin materials and reduce cost fluctuations associated with resource procurement. These steps are aligned with global circular economy trends and are designed to mitigate risks associated with resource dependency and supply chain vulnerabilities 	Negative

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)
4	Circular Economy & Waste Management	Opportunity	<ul style="list-style-type: none"> Embracing circular economy principles strengthens brand credibility among environmentally conscious customers and long-term investors. By reusing process byproducts and rejected materials where possible, Polycab can reduce material consumption and improve cost-efficiency. Moving toward sustainable material use enhances resilience and differentiation in a market that increasingly favors eco-conscious product innovation. 	<ul style="list-style-type: none"> N/A 	Positive
5	R&D, Innovation & Product Stewardship	Risk	<ul style="list-style-type: none"> Rapid market transitions toward sustainable, energy-efficient products as well as technologically advanced and superior looking FMEG products are creating pressure on manufacturers to innovate or risk obsolescence. Failing to adapt may result in loss of market relevance and competitive disadvantage. Increased scrutiny on environmental impact of products across their lifecycle could lead to compliance risks and strained stakeholder relationships. 	<ul style="list-style-type: none"> Polycab is increasing investments in sustainable product development and R&D to support long-term innovation. Life Cycle Assessments (LCAs) have been conducted to ensure compliance with eco-design standards and reduce product-level environmental impact. New product pipelines are aligned with evolving regulatory requirements and customer demand for energy-efficient, environmentally responsible solutions. Polycab aims towards incorporating sustainable design principles and product LCAs across its portfolio, aiming for the development of products that will meet Net Zero standards over time. This aligns with our long-term strategy to drive product-level emissions reductions and maintain competitiveness in an increasingly sustainability-conscious market. 	Negative
6	R&D, Innovation & Product Stewardship	Opportunity	<ul style="list-style-type: none"> Rising demand for sustainable, low-carbon products creates significant growth potential across renewable, domestic and global markets. Innovation in areas such as energy-efficient cables, BLDC fans, and recyclable materials supports Polycab's positioning as a future-ready brand. Strengthening R&D partnerships such as with international research houses enhances product differentiation and supports long-term growth through environmentally compliant offerings. 	<ul style="list-style-type: none"> N/A 	Positive
7	Water Stewardship	Risk	<ul style="list-style-type: none"> Operations in water-stressed regions expose Polycab to risks of supply shortages, production disruptions, and increased costs. Regulatory standards related to water usage and wastewater discharge are evolving rapidly, posing potential non-compliance risks. Competition for water resources with local communities may lead to reputational concerns and challenges in securing the social license to operate. 	<ul style="list-style-type: none"> Polycab is implementing water efficiency measures and advanced process controls across its manufacturing units. We continue to expand infrastructure for water reuse, recycling, and rainwater harvesting to reduce freshwater dependency. Compliance with wastewater discharge norms has been strengthened, alongside investments in water management systems at key facilities. Polycab also aims to achieve 30% recycled water usage across its manufacturing sites and integrate smart water usage tracking in key facilities, while also focusing on Water Quality & building water assets to futureproof our requirements by FY 2029-2030. These efforts are designed to mitigate risks related to water scarcity and ensure proactive compliance with evolving regulations. 	Negative

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)
8	Water Stewardship	Opportunity	<ul style="list-style-type: none"> Advanced water recycling and optimization systems help reduce operational dependency on freshwater resources. Improving water stewardship enhances regulatory compliance, lowers utility costs, and demonstrates environmental responsibility to stakeholders. Efficient water use and pollution control also contribute to sustainable brand perception and long-term operational resilience. 	<ul style="list-style-type: none"> N/A 	Positive
9	Corporate Governance, Ethics, and Integrity	Risk	<ul style="list-style-type: none"> As a publicly listed Company operating in a regulated sector, lapses in corporate governance or ethical conduct can result in legal liabilities, reputational damage, and erosion of stakeholder trust. Non-compliance with anti-bribery, anti-corruption, or disclosure norms may trigger regulatory scrutiny and penalties. Misalignment between stated values and actual behaviour across the value chain can undermine credibility with investors, partners, and customers. 	<ul style="list-style-type: none"> Polycab maintains strong governance oversight through our dedicated Board-level committees, Chief Compliance Officer & Company Secretary and Chief Sustainability Officer. A robust Code of Conduct, Whistleblower Policy, and periodic ethics training are enforced across all levels of the organization. Compliance processes and disclosures are subject to continuous review and internal audits to uphold transparency and accountability. 	Negative
10	Responsible Sourcing	Risk	<ul style="list-style-type: none"> Growing regulatory and stakeholder expectations around responsible sourcing expose Polycab to reputational and compliance risks if environmental, social, and governance (ESG) standards are not met across the supply chain. ESG-related lapses in supplier practices (e.g., labour violations, environmental negligence) can affect continuity and credibility. 	<ul style="list-style-type: none"> Polycab conducts thorough due diligence on suppliers, evaluating their ESG practices. Strategic engagement with key suppliers ensures alignment with our sustainability standards and responsible sourcing expectations. Polycab aims to assess 100% of its strategic suppliers on ESG criteria as part of ESG goals by FY 2029-30. This comprehensive assessment will ensure that all suppliers adhere to the highest standards of ESG practices. 	Positive
11	Responsible Sourcing	Opportunity	<ul style="list-style-type: none"> Establishing long-term partnerships with suppliers who follow sustainability best practices enhances operational resilience, mitigating risks associated with supply chain disruptions, ensuring a steady flow of critical raw materials. Improved material efficiency, including use of recycled or lower impact inputs, helps reduce costs and aligns with regulatory trends and customer expectations. Responsible sourcing builds stakeholder confidence and contributes to supply chain transparency and compliance. 	<ul style="list-style-type: none"> N/A 	Positive
12	Occupational Health & Safety	Risk	<ul style="list-style-type: none"> As a manufacturing organization, the risk of occupational injury or illness remains significant due to the use of heavy machinery, physical tasks, and human error. Potential safety lapses can result in operational disruptions, reputational damage, and regulatory penalties. Ensuring the physical and mental well-being of workers is not only a moral imperative but critical for operational continuity and workforce retention. 	<ul style="list-style-type: none"> Polycab fosters a zero-harm culture by embedding lean safety principles such as 5S into daily operations. Regular cross-functional safety audits and reviews are conducted across all facilities to drive continuous improvement. Ongoing training and engagement programs cover occupational health, fire safety, emergency preparedness, and mental well-being. As part of its 5-year ESG Goals, Polycab aims to achieve Zero Harm and reduce employee and worker's LTI. 	Negative

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)	<p>At Polycab, sustainability is an integral part of our mission advancing responsible living while generating long-lasting value for all our stakeholders. Building on the strong foundation laid in previous years, we have seen significant momentum in our sustainability journey, deepening its integration across our operations, governance, and organizational culture.</p> <p>This year, we are excited to share our long-term sustainability goals, which will guide us as we transition to a low-carbon, inclusive, and resilient business model designed to accelerate our transition to renewable energy, scale up green sourcing initiatives, and drive innovation in environmentally responsible product development. Our sustainability goals anchored in three core pillars: ensuring planetary health, enhancing human well-being, and fostering an inclusive society. We remain committed to advancing environmental stewardship with a focus on reducing Greenhouse Gas (GHG) emissions, improving water management, and minimizing waste. In parallel, we are strengthening our social commitments by fostering a diverse and inclusive workplace, investing in the development and well-being of our employees, and engaging with communities in meaningful and impactful ways. Strengthening supplier relationships through an ESG lens and continually raising the bar on ethical leadership are also integral to our roadmap. In addition to looking at the environmental impact of products, we are also conscious of the effects product packaging can have on environmental metrics. Subsequently, packaging remains an element of our broader sustainability strategy, and we are actively exploring ways to reduce its environmental impact through more sustainable materials and designs. We aim to streamline packaging processes, minimizing waste and resource consumption, and contributing to a circular economy.</p> <p>A significant enabler of our progress has been the increased engagement of our employees. We are nurturing a culture where sustainability is a shared responsibility, empowering teams across all levels of the organization to make meaningful contributions to our goals.</p> <p>We have established strong governance practices by embedding sustainability-related risk management and oversight at the Board level. This ensures sustainability is fully integrated into our decision-making processes, promoting transparency and driving long-term value creation. Our ESG awareness programs continue to evolve, and we are working closely with our value chain partners to ensure they are aligned with our sustainability objectives, advancing ethical and sustainable practices across the entire supply chain.</p> <p>Our commitment to social impact remains unwavering. Through initiatives focused on diversity, equity, inclusion, and robust health and safety standards, we are building a workplace and partner ecosystem that is people-first, compliant, and supportive of every individual.</p> <p>Looking forward, we remain deeply committed to sustainability as a core business strategy. It is through this commitment that we will continue to drive innovation, build resilience, and secure long-term value for all stakeholders, ensuring that sustainability continues to be the foundation of Polycab's growth and success in the years ahead.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors (For additional information - please refer to page 93 of the Integrated Annual Report).
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.	<ul style="list-style-type: none"> • Board Level Committee: Corporate Social Responsibility and ESG Committee • Director Responsible: Mr. Rakesh Talati Director - Sustainability (Non-Board Member) & Chief Sustainability Officer Refer page 90 of the integrated annual report for the governance structure of Polycab.

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 Also indicate Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action									
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee					Yes				
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)					Annually / Periodically				
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances									
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee					Yes				
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)					Annually / Periodically				

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.

Independent Assessment/Evaluation of our policies	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes, independent assessment / evaluation of our policies is carried out by MMJC Consultancy LLP.								

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

Not Applicable

Section C – Principle Wise Performance Disclosure

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

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 and KMPs	11	<ul style="list-style-type: none"> Polycab organized orientation programs covering a wide range of subjects, including the core principles of the NGRBC, site visits to its manufacturing units, Polycab product and product safety briefing sessions, briefings on legislative and regulatory developments, and interactions with institutional investors. During FY 2024-25, the Company's Directors and KMPs were familiarized with key focus areas such as the Whistleblower Policy, ethics and anti-bribery practices, environmental stewardship, diversity and inclusion, employee engagement, Code of Conduct, retention strategies, risk management, cybersecurity, innovation, strategic planning, occupational health and safety, CSR initiatives, visit to CSR locations and the broader ESG agenda. Training on the Prevention of Sexual Harassment (POSH) was also conducted. Directors also attended a focused session on 'ESG Strategy and BRSR Compliance', which included a comprehensive review of the Company's sustainability objectives and related initiatives. 	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	341	• The Company continues to invest in training and development to help employees grow both professionally and personally. Leveraging technology, Polycab has made learning more accessible and engaging, ensuring that employees can conveniently upskill themselves. In FY 2024-25, a wide range of training programs were conducted across areas such as health and safety, wellness, environmental awareness, communication, IT skills, human rights, health and wellness, IT, Digital, data privacy, compliance, ethics, and team building. In addition, sessions on human rights and the prevention of sexual harassment were organized, reflecting Polycab's commitment to fostering a safe, inclusive, and respectful workplace environment.	100%
Workers	405	• Polycab conducts comprehensive training sessions for its workers, covering a broad spectrum of essential topics. These include ethics, wellness and hygiene, occupational health and safety, financial advisory, government schemes, quality systems, Human Rights, policies and practices, and environmental awareness. Employees are also trained on fire safety protocols, the use of personal protective equipment (PPE) and safety kits, as well as accident preparedness. Additionally, the sessions emphasize the importance of preventive reporting of potential hazards and include awareness programs on the prevention of sexual harassment, reinforcing a culture of safety, responsibility, and respect across the organization. The workers are trained to remove themselves from unsafe situations.	100%

The training program numbers provided in the above table are the count of unique programs across locations.

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):

There have been no instances of any material (monetary and non-monetary) fines/ penalties/ punishment/ award/compounding fees/ settlement amount paid in proceedings with regulators/ law enforcement agencies/ judicial institutions, in the financial year FY 2024-25 by Polycab or our directors / KMPs. All the relevant information required by Regulation 30 of SEBI has been filed with the respective authorities and is publicly available on the entity's website.

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.

Not Applicable.

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

Yes.

Polycab nurtures an environment of "Zero Tolerance" to non-compliance and harnesses "Zero Fear of Retaliation" to whistleblowers and complainants. Polycab is committed to fostering a culture of transparency, integrity, and ethical business conduct across all aspects of its operations. These values guide our decisions, stakeholder engagement, and long-term trust-building.

The Company has adopted a robust Anti-Bribery Policy that clearly defines expectations for ethical behavior and reinforces our zero-tolerance stance against bribery and corruption. This policy applies to all employees (permanent, temporary, or contractual), directors, officers, subsidiaries, joint venture partners, associate companies, and third parties such as vendors, agents, and contractors. It explicitly prohibits all forms of bribery, including facilitation payments and improper gifts, whether offered directly or indirectly.

To uphold this policy, Polycab has implemented internal mechanisms for reporting, investigation, and disciplinary action. We ensure that employees and business partners are not only empowered to report violations but also protected through our commitment to zero fear of retaliation. All concerns raised in good faith are treated confidentially and investigated with impartiality. Violations of the Anti-Bribery Policy may result in strict disciplinary measures, including termination of employment or business relationships, depending on the nature and severity of the breach.

Regular training and awareness sessions are conducted to ensure that all stakeholders understand their responsibilities under the policy. Stakeholders are encouraged to register unethical business practices, if any, encountered during their dealing with the Company and mention their details therein or register anonymously. We also expect our suppliers and business partners to align with these standards, as defined in our Code of Conduct and Supplier Code of Conduct, which promote fair, lawful, and responsible business across the value chain. All the subsidiaries of the Company have aligned their policies with Polycab's Governance Framework.

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

There were no instances during the reporting period of disciplinary action taken by any law enforcement agency against any Director, KMP, employee, or worker on charges of bribery or corruption. To ensure accountability and proactive risk management, Polycab has established internal mechanisms such as the Whistle-Blower Committee (WBC) and a structured Disciplinary Action Policy (DAP). These frameworks enable timely reporting, and investigation of any unethical conduct, including potential conflicts of interest or corruption-related concerns. The process guarantees anonymity, non-retaliation, and impartial review, reinforcing the Company's zero-tolerance stance on corruption.

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

There were no complaints received regarding conflict of interest involving Directors or Key Managerial Personnel during the reporting period FY 2024-25.

Polycab has instituted a formal Conflict of Interest Policy, supported by a detailed Standard Operating Procedure (SOP), which outlines the process for disclosure, review of conflicts by the Head – Procurement, Head – Human Resource and Head – Legal, and resolution of potential or actual conflicts. The process is embedded within the Company's broader Governance framework, requiring Directors, KMPs, and relevant employees to disclose any personal or financial interests that could impair objectivity in decision-making. Disclosures are reviewed by the Compliance Officer periodically and addressed as defined timelines and protocols.

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.

There were no actions taken by law enforcement agencies on cases of corruption and conflict of interest, hence not applicable.

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

	FY 2024 - 25	FY 2023 - 24
Number of days of accounts payables	61	66

An independent assurance has been carried out by TUV India Pvt Ltd on the FY 2024-25 and by KPMG Assurance and Consulting Services LLP on the FY 2023-24 indicators in the above table.

9. Open-ness of business

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

Parameter	Metrics	FY 2024 - 25	FY 2023 - 24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1.83%	0.16%
	b. Number of trading houses where purchases are made from	24	4
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	85.27%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	78.04%	77.32%
	b. Number of dealers / distributors to whom sales are made	4,308	3,790
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	21.85%	26.90%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.18%	1.80%
	b. Sales (Sales to related parties / Total Sales)	0.46%	3.30%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)*	25.25%	98.80%
	d. Investments (Investments in related parties / Total Investments made)*	1.77%	NIL

** Loans and advances, and Investments have been calculated based on the closing balances as per standalone financial statement.*

An independent assurance has been carried out by TUV India Pvt Ltd on the FY 2024-25 and by KPMG Assurance and Consulting Services LLP on the FY 2023-24 indicators in the above table.

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 partners covered (by value of business done with such partners) under the awareness programmes
One program with multiple value chain partners	Trainings conducted by Polycab on: <ul style="list-style-type: none"> • Business Sustainability • ESG Awareness Workshop • BRSR Reporting • Supplier Code of Conduct 	87.8% completion of entire purchase turnover

This effort reflects our genuine commitment to making sustainability a shared responsibility, not just within our own operations, but across every part of our extended network. To institutionalize these expectations, Polycab has formulated a Supplier Code of Conduct. This document outlines the Company's standards related to business ethics, legal compliance, labour practices, and environmental responsibility. As part of its ongoing efforts, Polycab is also in the process of implementing a formal mechanism to ensure suppliers acknowledge and adhere to the Code periodically, thereby reinforcing accountability across its supply chain. With an intent to achieve the optimum propagation of the ESG advocacy, the Company is exploring options for incentivizing its dealers, distributors, intermediaries and customers for completing training on ESG and voicing their opinions and suggestions on the material topics identified by the Company.

To further embed these principles into our operations, Polycab has formed an ESG Council, comprising of Senior Management Personnel (SMP) and other management personnel. The ESG Council plays a guiding role in aligning supply chain practices with broader ESG objectives. This includes setting expectations related to ethical labour, environmental standards and compliance, all of which are reinforced through regular tracking and review mechanisms. The Council also supports cross-functional collaboration to ensure that ESG considerations are integrated into day-to-day supplier interactions and sourcing decisions.

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

Yes. The Company has put in place a Conflict-of-Interest Policy to manage conflicts across the organization, including subsidiaries and joint ventures. A conflict of interest arises when personal, financial, or other outside interests, whether direct or through immediate family, could influence an individual's ability to act in the Company's best interest.

This framework applies to all Directors, SMPs, and employees, and extends to entities in which the Company holds a significant stake. Each year, all employees of the Company and its subsidiaries, including SMPs and people in leadership, are required to confirm in writing that they have disclosed any potential or actual conflicts. This annual declaration reinforces a culture of accountability and transparency.

Conflicts, where identified, are addressed through institutional processes and are reviewed appropriately, including at the time of the agenda setting for Board and Committee meetings, to ensure impartial decision-making. To support compliance and awareness, regular training programs and learning modules are rolled out, to help individuals recognize and manage conflicts. These initiatives are aligned with the Company's Code of Conduct and ethical standards.

The Company has also adopted a detailed Standard Operating Procedure (SOP) under the Conflict-of-Interest Policy, which provides stepwise guidance on identification, reporting, review, and resolution of such conflicts. Where applicable, matters may be escalated to the Disciplinary Committee consisting of at least 3 SMPs, which functions under a defined Terms of Reference (ToR) and mechanism for addressing disciplinary related issues to ensure fair and consistent application of disciplinary measures in accordance with governance standards.

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

Essential Indicators

1. Percentage of Research and Development (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.

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	15.90%	26.83%	R&D is essential to the growth of Polycab's innovative potential, and the development of more sustainable materials and processes. As a consequence of the critical nature of our industry, in the creation of basic infrastructure, features such as fire-resistance is instrumental to not only our success but also key to the safety of our consumers. Polycab takes a dynamic approach to the development of the latest variants of energy-efficient products across our product SKUs among our FMEG and W&C portfolio - ensuring we regularly take steps forward to embed sustainability and improve our socio-environmental impact.
CapEx	1.45%	0.34%	

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

Polycab has established clear procedures to support sustainable sourcing, outlined in its Supplier Code of Conduct (SCoC). These guidelines apply to all third-party partners, including vendors, contractors, and service providers, and reflect Polycab's commitment to ethical and environmentally responsible business practices.

The Company actively works with its suppliers to promote sustainability across the value chain. Suppliers are expected to reduce environmental impact by using resources efficiently, adopting clean technologies, and limiting deforestation, emissions, and waste. They are also encouraged to manage and report the environmental risks associated with their products throughout their lifecycle.

Polycab organized a value chain workshop involving various value chain partners to raise awareness on different sustainability matters. Additionally, the Company is developing a structured framework to evaluate the sustainability performance of these partners.

Polycab's commitment is reflected in the products it manufactures which comply with RoHS and REACH standards. The Company actively avoids the use of restricted and harmful materials and sources predominantly from trusted international suppliers known for their practices, responsible and long-standing dedication to sustainability. Acknowledging that suppliers vary in their ESG maturity, Polycab supports MSMEs with guidance and resources to foster responsible growth.

The Company is also certified under ISO 50001, ISO 45001, ISO 14001, and ISO 9001, reflecting its strong focus on energy, safety, environmental, and quality management.

The Company recognizes that sustainability is an ongoing journey, and hence remains committed to continuous learning, ongoing improvement, and collaborating with others to strengthen a more responsible and resilient supply chain.

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

As of March 2025, more than 80% of our procurement comes from ESG-compliant suppliers, demonstrating Polycab's strong commitment to sustainability at every level of our business. We intentionally collaborate with suppliers who not only meet ESG standards but also actively advocate for sustainable and ethical practices. These partners are leading the way in shaping responsible supply chains, and we are proud to stand with them.

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

Polycab has implemented well-defined systems and protocols for the collection, segregation, and disposal of hazardous and non-hazardous waste generated across its operations. The Company remains committed to advancing its framework for identifying, assessing, and safely managing waste, including post-consumer product disposal, by continuously aligning with evolving environmental standards and stakeholder expectations.

- (a) Plastic waste, including packaging, are dealt with through recyclers authorized by the Pollution Control Board (PCB). Additionally, Polycab has partnered with vendors

who collect plastic packaging waste on its behalf to meet annual Extended Producer Responsibility (EPR) compliance targets.

- (b) E-waste, particularly arising from end-of-life FMEG products and defective spare parts, is channeled through authorized e-waste recyclers registered with the Central or State Pollution Control Boards. A formalized system is in place to ensure that e-waste is processed in an environmentally sound manner.
- (c) Hazardous waste generated at manufacturing facilities is managed in strict accordance with national and state regulatory frameworks. Such waste is securely collected, stored, and disposed of through vendors and recyclers who hold appropriate authorizations from Pollution Control Boards.
- (d) Other waste streams, including wood scrap, metal scrap, and cardboard/paper scrap, are handled through compliant channels with certified recyclers, ensuring adherence to waste tracking, transportation, and disposal norms under applicable environmental regulations.

In parallel, Polycab has sharpened its emphasis on circular design principles, focusing on product lifecycle strategies that reduce environmental impact at every stage. The Company has conducted LCAs for six key products, based on a cradle-to-gate model, to better understand material and emission hotspots. For core product categories, we follow an end-to-end approach, ensuring that input materials can be reused, recycled, or repurposed indefinitely. This shift supports both waste minimization and long-term resource efficiency, while reinforcing our alignment with national sustainability goals and global circular economy practices.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, EPR is applicable to Polycab. The Company complies with the Central Pollution Control Board (CPCB) guidelines and all relevant EPR rules and regulations. We have aligned waste management processes with the EPR guidelines and relevant targets across the applicable categories and integrated them into our internal ambitions for the circular economy.

Accordingly, the Company has entered into arrangements / agreements with the authorized parties to purchase EPR credits. While we have met our target for F.Y. 2024-25, we actively endeavor to exceed our recycling targets. In the current financial year, the Company was assigned a 100% EPR plastic waste recycling target, which we achieved

advancing our progress towards circular economy. Similarly, for E-Waste and Battery Waste, the Company achieved 100% of the target set by the CPCB.

Building on this compliance framework, we are strengthening our waste collection and channelization strategy to ensure alignment with national EPR regulations. Our approach prioritizes not only effective execution, but also continuous improvement in monitoring via the CPCB Portal, reporting, and collaboration with authorized recyclers and handlers.

In parallel, we remain committed to raising awareness among the public and business partners on responsible disposal. These initiatives form a core part of Polycab’s broader environmental stewardship goals and support our transition toward a more circular and sustainable materials economy.

Leadership Indicators

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

NIC Code	Name of Product / Service	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)
27310	If yes, provide web link	Cradle to gate	Yes	-
27104	Switchgear	Cradle to gate	Yes	-
27503	Zoomer Fan	Cradle to gate	Yes	-
2732	Instrumentation Cable	Cradle to gate	Yes	-
2732	Power Cable	Cradle to gate	Yes	-
2732	High-tension Cable	Cradle to gate	Yes	-

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.

Polycab has assessed the environmental impact of its key product categories across multiple environmental impact categories. These include terrestrial ecotoxicity, global warming potential, human carcinogenic toxicity, marine ecotoxicity, terrestrial acidification, ozone formation, freshwater eutrophication, and fossil resource scarcity. Recognizing our responsibility to mitigate such unintended consequences, the Company will initiate a series of targeted interventions aimed at reducing environmental externalities across the product life cycle.

- The following internal measures are being explored as part of our commitment to continuous improvement:
- 1. Responsible sourcing of key raw materials from the suppliers with verified sustainability credentials.
 - 2. Exploration of recycled materials to reduce CO₂ and SO₂ emissions during manufacturing.
 - 3. Research and development of sustainable alternatives to conventional capacitors and coatings, especially for FMEG products.
 - 4. Low-carbon logistics transition, involving the optimization of transport routes and a shift to more energy-efficient modes of transportation.
 - 5. Scaling up renewable energy usage across our operations to decarbonize our energy mix and reduce dependence on fossil fuels.
 - 6. Evaluating the use of recycled polymer granules and modifying processing technologies to support circular material flows.

These strategies have been identified with consideration for Polycab’s unique operational realities and product-specific challenges. As we progress, we will continue to assess the feasibility and impact of each intervention, prioritizing those that offer the most value in reducing our footprint while supporting long-term sustainability goals. Through this measured and responsive approach, we aim to embed environmental responsibility more deeply into our business practices and reinforce our commitment to sustainable corporate citizenship.

3. 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:

Category	Financial Year 24-25			Financial Year 23-24		
	Re-used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	-	2,468.55	-	-	-	-
E-Waste	-	5,164.74	-	-	-	-

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:

		% of employees covered									
Category	Total (A)	Health Insurance		Life/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	3,226	3,226	100%	3,226	100%	NA	NA	0	0%	0	0%
Female	200	200	100%	200	100%	200	100%	NA	NA	0	0%
Total	3,426	3,426	100%	3,426	100%	200	100%	0	0%	0	0%
Other than Permanent Employees											
Male	723	723	100%	723	100%	NA	NA	0	0%	0	0%
Female	28	28	100%	28	100%	28	100%	NA	NA	0	0%
Total	751	751	100%	751	100%	28	100%	0	0%	0	0%

Note: NA – Not Applicable.

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

% of workers covered											
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	1,831	1,831	100%	1,831	100%	NA	NA	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	NA	NA	0	0%
Total	1,832	1,832	100%	1,832	100%	1	100%	0	0%	0	0%
Other than Permanent Workers											
Male	10,663	10,663	100%	10,663	100%	NA	NA	0	0%	0	0%
Female	212	212	100%	212	100%	212	100%	NA	NA	0	0%
Total	10,875	10,875	100%	10,875	100%	212	100%	0	0%	0	0%

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:

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.12%	0.05%

An independent assurance has been carried out by TUV India Pvt Ltd on the FY 2024-25 and by KPMG Assurance and Consulting Services LLP on the FY 2023-24 indicators in the above table.

2. Details of retirement benefits for current and previous financial year

Benefits	FY 2024-2025			FY 2023-2024		
	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.)
Provident Fund (PF)	100%	100%	Yes	100%	100%	Yes
Gratuity						
Employees' State Insurance (ESI)*						
Others - Please Specify						

**ESI is deducted and deposited for all eligible employees.*

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.

Polycab is committed to building a workplace that is inclusive, equitable, and accessible to all individuals, regardless of physical ability. In line with the Rights of Persons with Disabilities Act, 2016, and guided by global best practices on inclusive infrastructure, the Company is actively working to remove physical and systemic barriers that may hinder the participation of people with disabilities.

Our workplaces have been designed to accommodate accessibility needs at most entry points and lobbies for individuals using wheelchairs or mobility aids. As part of our broader inclusion efforts, we are progressively upgrading workspaces, restrooms, circulation zones, and shared areas across all operational sites to meet universal design standards. Notably, we have identified and modified a new office location in Noida, ensuring it is fully equipped with inclusive infrastructure to support people with disabilities.

Polycab recognizes that accessibility is not a one-time intervention but an ongoing commitment. We continue to assess built environments, adopt inclusive infrastructure solutions, and integrate accessibility considerations into future projects from layout planning to ergonomic workstations.

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

Yes, the Company has an 'Equal Opportunities Policy' which emphasizes equal and inclusive treatment along with zero tolerance for discrimination.

Polycab upholds respect as a core value, recognizing and valuing the individuality of each person while prioritizing their well-being and acknowledging their contributions. We are committed to an inclusive work culture that embraces diversity and prohibits discrimination on any grounds, including race, gender, religion, ethnicity, colour, age, disability, marital or parental status, political views, or social origin. All employees, applicants, and workers are assured fair and unbiased treatment in a discrimination-free environment.

The guiding principles of the policy include promoting equal opportunity and non-discrimination that guarantees a continuous improvement in the abilities and skills of professionals. It also supports equitable treatment and fosters both personal and professional growth across all roles.

In line with global best practices and emerging workplace expectations, Polycab's policies explicitly protect individuals from discrimination based on (but not limited to) age, disability, pregnancy, maternity, religion or belief, sexual orientation, illness, gender reassignment, and civil or marital status. This ensures that all individuals experience equality of opportunity and dignity at every stage of employment.

The policy promotes inclusion, diversity, and gender equality in compliance with the law and in alignment with the United Nations Sustainable Development Goals (UN SDGs). Equal working conditions are encouraged under the policy.

Polycab is dedicated to being an equal opportunity workplace with gender-neutral compensation policies and norms. Additionally, we actively promote diversity and inclusion through training programs, awareness initiatives, support networks, and community engagements, by defining the roles and responsibilities of all stakeholders in the Company.

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

Benefits	Permanent Employees		Permanent Workers	
	Return to Work rate in %*	Retention rate in %	Return to Work rate in %	Retention rate in %
Male	NA	NA	NA	NA
Female	91.67%	100%	NA	NA
Total	91.67%	100%	NA	NA

*Employees who are on parental leave as on 31 March 2025 are excluded in the above calculation.

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	Polycab has instituted a structured and transparent grievance redressal mechanism designed to foster open communication and trust between employees and management, regardless of employment status. This framework is grounded in the Company's core values of integrity and accountability and is supported by a comprehensive suite of internal governance policies, including the Code of Conduct, Whistleblower Policy, Human Rights Policy, Disciplinary Action Policy, OHSE (Occupational Health, Safety & Environment) Policy, and the Policy for Prevention of Fraud. All policies are easily accessible to employees and stakeholders via the Company's internal Intranet platform.
Other than Permanent Workers	
Permanent Employees	Multiple accessible channels are available for all stakeholders including employees, contract workers, suppliers, and customers to report unethical, illegal, or inappropriate conduct of any of the stakeholders: • Through email at: speakup@polycab.com • In case of letters (protected disclosure): Submitted by hand-delivery, courier or by post addressed to the Chairman of the Audit Committee at: T P Ostwal & Associates LLP, Chartered Accountants, Suite #1306-1307, Lodha Supremus, Opp. Kamla Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai – 400013. The Speak-Up decision tree is provided below: <div style="display: flex; align-items: center;"> <div style="flex: 1;"> <p>Can you speak to your reporting manager about your concern?</p> <p style="text-align: center;">▼</p> <p>Can you speak to your Skip level manager about your concern?</p> <p style="text-align: center;">▼</p> <p>Can you approach your Business Head/Function Head for your concern?</p> <p style="text-align: center;">▼</p> <p>Can you speak to your Business HR partner for your concern?</p> <p style="text-align: center;">▼</p> <p>Is the concern related to reportable matter under Whistle Blower Policy?</p> <p style="text-align: center;">▼</p> <p>Contact your Business HR partner</p> </div> <div style="flex: 1;"> <p>► Contact your reporting manager</p> <p>► Contact your Skip level manager</p> <p>► Contact your BU/Function Head</p> <p>► Contact your Business HR partner</p> <p>► Report to the Whistle Officer</p> </div> </div> <div style="border: 1px solid black; padding: 2px; display: inline-block;"> ► Yes ▼ No </div>
Other than Permanent Employees	

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
	<p>The grievance redressal process follows a clear escalation structure that is promulgated by the Company to all its stakeholders. Further, employees are encouraged to raise concerns with their immediate / skip level supervisor and / or Chief Human Resources Officer (CHRO). If unresolved, the matter can be escalated to the department head, followed by review by the Disciplinary Committee, which convenes meetings to inquire, investigate, evaluate, resolve and take requisite disciplinary action. If further resolution is required, the Company offers voluntary arbitration to ensure closure. However, all major incidents as detailed in the Whistle Blower Policy fall within the ambit of the Audit Committee and are treated as Whistle complaints. The process is enclosed below:</p> <div style="text-align: center;"> <div style="border: 1px solid black; padding: 5px; margin: 5px auto; width: 60%;">Complaints Received 'speakup@polycab.com'</div> <div style="margin: 5px auto; width: 10px;">▼</div> <div style="border: 1px solid black; padding: 5px; margin: 5px auto; width: 60%;">Segregation by Disciplinary Committee/ Whistle Officer Maintain record of all complaints received</div> <div style="display: flex; justify-content: space-around; margin: 5px auto;"> <div style="border: 1px solid black; padding: 5px; width: 15%;">IC POSH</div> <div style="border: 1px solid black; padding: 5px; width: 15%;">HR Employee COC</div> <div style="border: 1px solid black; padding: 5px; width: 20%;">Consumer/Product Respective BU Heads</div> <div style="border: 1px solid black; padding: 5px; width: 30%;">Whistle Committee (WC) All Other Violations</div> </div> <div style="display: flex; justify-content: space-around; margin: 5px auto;"> <div style="border: 1px solid black; padding: 5px; width: 40%;">Investigation by IC/HR/BU Head</div> <div style="border: 1px solid black; padding: 5px; width: 40%;">Investigation by WC as per Investigation Policy</div> </div> <div style="display: flex; justify-content: space-around; margin: 5px auto;"> <div style="border: 1px solid black; padding: 5px; width: 40%;">Disciplinary Committee (DC) Decide Disciplinary Action for IC/HR/Consumer</div> <div style="border: 1px solid black; padding: 5px; width: 40%;">DC Decide Disciplinary Action for Complaints Investigated by WC</div> </div> </div> <p>Each complaint is reviewed and investigated by the Grievance Committee, which recommends corrective actions and ensures that the outcomes are communicated to the parties concerned. The entire process is documented meticulously, allowing for trend analysis, identification of systemic issues, and long-term process improvements. By providing multiple access points, a zero-retaliation environment, and escalation pathways, Polycab ensures that its grievance redressal mechanism remains inclusive, confidential, and responsive, reinforcing trust across its stakeholder ecosystem.</p>

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

None of Polycab's employees or workers are part of unions or associations. However, in line with the Human Rights Policy, the Company recognizes the right to freedom of association.

8. Details of training given to employees and workers:

Category	FY 2024-2025					FY 2023-2024				
	Total* (A)	On Health and safety measures		On Skill Upgradation#		Total* (D)	On Health and safety measures		On Skill Upgradation#	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees									
Male	5,805	4,346	75%	3,909	67%	5,775	4,800	83%	2,327	40%
Female	313	245	78%	238	76%	282	199	71%	83	29%
Total	6,118	4,591	75%	4,147	68%	6,057	4,999	83%	2,410	40%
	Workers									
Male	18,548	18,548	100%	4,224	23%	14,844	14,844	100%	3,288	22%
Female	346	346	100%	126	36%	313	313	100%	192	61%
Total	18,894	18,894	100%	4,350	23%	15,157	15,157	100%	3,480	23%

*The total count includes all employees and workers associated with Polycab throughout the year.

#Training on skill upgradation was given to all the eligible employees and workers.

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

Category	FY 2024-2025			FY 2023-2024		
	Total (A)*	No. (B)	% (B / A)	Total (C)	No. (E)	% (E/D)
Employees						
Male	3,226	3,226	100%	2,777	2,777	100%
Female	200	200	100%	188	188	100%
Total	3,426	3,426	100%	2,965	2,965	100%
Workers						
Male	1,831	1,831	100%	1,877	1,877	100%
Female	1	1	100%	1	1	100%
Total	1,832	1,832	100%	1,878	1,878	100%

*Only Permanent Employees and Workers have been considered.

10. Health and Safety management system:

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

Yes. Polycab has developed Occupational Health, Safety & Environment Policy and implemented a formal Occupational Health and Safety Management System (OHSMS) across all its manufacturing facilities. This system is certified under ISO 45001:2018 and independently verified by TÜV NORD CERT GmbH.

The OHSMS was adopted not only to meet statutory obligations under Indian laws but also to build a culture of zero harm and continuous improvement. This includes the integration of the Plan-Do-Check-Act (PDCA) cycle as prescribed by ISO 45001:2018, ISO 14001:2015, and ISO 50001:2015. Additional Indian standards such as IS 14489:2018 and IS 17893:2023 are incorporated into our system design. The system applies to all direct employees and contract workers whose workplace is controlled by Polycab, ensuring 100% workforce coverage under the certified framework.

Polycab has voluntarily implemented this management system to ensure a structured and proactive approach to health and safety beyond legal compliance. We conduct awareness sessions and regular training on topics such as Hazard Identification and Risk Assessment (HIRA) and Total Productive Maintenance (TPM), equipping our teams to prevent and manage risks on the ground.

Senior management leads periodic operational reviews with themes linked to Key Result & Responsibility Areas, supporting safety performance tracking and audit

outcomes. Events such as National Safety Week, Road Safety Week, Fire Safety Week, mural competitions, "Walk with Fire Extinguishers," and the 3-Men Hose Drill also reflect our commitment to employee involvement and wellness.

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

Polycab has instituted a comprehensive framework to proactively identify and mitigate work-related hazards, ensuring the safety and well-being of all personnel across its operations.

Structured Risk Assessment Protocols:

- » **HIRA:** Polycab employs the HIRA methodology to systematically identify potential hazards and assess associated risks. This process involves evaluating the likelihood and severity of potential incidents, enabling the implementation of appropriate control measures.
- » **Permit to Work (PTW) System:** For non-routine or high-risk activities, such as maintenance or confined space entry, a stringent PTW system is in place. This ensures that all necessary precautions are taken before commencing such tasks, safeguarding workers from unforeseen hazards.

Employee Engagement and Continuous Monitoring:

- » **Behavioral Safety Initiatives:** Regular safety briefings, hazard spotting tours and suggestion schemes are conducted to foster a culture of safety awareness among employees. These initiatives encourage proactive identification and reporting of potential risks.
- » **Monthly HSE Audits:** Comprehensive audits are carried out monthly to evaluate compliance with safety standards and identify areas for improvement. The outcomes of these audits help shape well-defined safety initiatives, ensuring a safer and more secure work environment for all.
- » **Toolbox Talks:** Daily Toolbox Talks are conducted at the start of shifts across all units. These sessions are tailored to specific operational tasks and highlight potential hazards, preventive measures, and safe work practices.
- » **Visual Impact Tools:** Safety posters, banners, floor markings, hazard signs, and "Do's and Don'ts" displays are prominently placed in work areas to reinforce safe behavior and support real-time hazard identification. These visual cues are continually updated and aligned with current safety campaigns or specific site risks.

Integration of HSE in Project Lifecycle:

- » Design and Construction Phases: Health, Safety, and Environment considerations are integrated at the design stage of all new projects. During construction, adherence to HSE protocols is ensured through dedicated project management systems, aligning with international best practices.
- » Operational Phase: In the operational phase, established HSE management systems, with clearly defined roles and responsibilities, govern safety practices across all units, warehouses, offices, and plants.

To ensure the quality and effectiveness of these risk assessments, cross-functional teams, including safety officers, line managers, and trained personnel regularly review the methodology and its implementation. HIRA findings are verified during internal audits, and any control measures identified are subject to follow-up for completion and effectiveness.

All findings from hazard identification exercises feed into Polycab's risk registers, enabling leadership to prioritize high-risk areas and allocate resources accordingly. These registers are updated periodically and reviewed during HSE Committee meetings to align with changes in operations or emerging risks. Polycab's leadership is deeply committed to fostering a safe work environment. This commitment is reflected in the Company's OHSE Policy, which emphasizes continuous improvement and adoption of international standards. The Company's efforts in health and safety have been recognized through various national awards and certifications, underscoring its dedication to employee well-being.

Additionally, job safety analysis (JSA) is conducted, and the monthly safety audit results are directly linked with individual Key Result Areas to enhance accountability. Unified safety standards are maintained using checklists that help flag actionable items with turnarounds.

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

Yes. Polycab ensures that every worker has both the right and the means to speak up about unsafe conditions and step away from them when necessary. This is embedded not just in policy, but in day-to-day practice across facilities.

Safety is a collective responsibility across all levels of the organization, rather than a top-down directive. Workers actively participate in identifying hazards, with joint shop floor inspections routinely conducted alongside factory managers. These walkthroughs help catch potential risks early and form the basis for timely corrective actions.

Channels to raise concerns are built into the Company's structure. The Safety Committee, where worker representation is equal to that of management meets regularly to discuss safety issues from the ground level. For more confidential matters, employees can turn to the Company's Whistleblower Policy framework. Additionally, Forums such as departmental open discussions and periodic HSE meetings promote honest conversations, ensuring concerns are not just heard, but acted on.

To reinforce this right in practice, employees receive explicit instruction during onboarding and refresher sessions on their entitlement to refuse unsafe work without retaliation. All such cases are reviewed by the respective unit's safety officer and documented for corrective follow-up. In addition, sign-off on the whistleblower policy is taken from all employees on a half-yearly basis. In the event of immediate withdrawal from hazardous tasks, interim risk control measures are promptly implemented to ensure safe resumption of work.

The effectiveness of this system is regularly reviewed through feedback loops built into Polycab's HSE monitoring framework. Reports of hazard identification or refusal to work due to unsafe conditions are logged, investigated, and tracked to resolution in the central safety dashboard, which is reviewed during internal safety audits and committee meetings.

Furthermore, we have internal processes and platforms for supporting safe withdrawal and feedback mechanisms, helping the management act faster and customize system solutions. Risk removal protocols are embedded in the OHSE policy, and all cases are logged for trend analysis and systemic corrections.

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

Yes. Polycab provides its employees with access to a range of healthcare services that go beyond work-related medical needs. All team members are covered under a group health insurance policy or Employees' State Insurance Corporation (ESIC), ensuring access to essential healthcare support for themselves and their families.

Routine health is monitored through regular medical camps held across manufacturing sites, while preventive care is prioritized especially for employees over 40, who are eligible for sponsored screenings through certified diagnostic partners. The corporate office also maintains on-site medical support and a means to handle minor health concerns and provide immediate relief.

The Company runs a series of year-round initiatives focused on preventive health and awareness ranging from yoga sessions and mental well-being campaigns to specialized drives like breast cancer screenings and blood donation camps. These

programs aim to foster a healthier, more resilient workforce inside and outside the workplace.

In addition, contract workers and third-party personnel at Company-controlled sites are also provided with access to primary healthcare services and included in site-level medical check-ups and awareness campaigns wherever feasible. New employees are provided with a thorough orientation on the full range of medical and wellness benefits, including instructions on accessing services both on-site and externally.

Effectiveness of these healthcare initiatives is periodically reviewed through participation data, health outcomes tracked at the facility level, and feedback collected from employee wellness surveys. Identified gaps, such as in stress management or occupational fatigue, are addressed through the implementation of targeted programs.

To ensure timely and accurate monitoring of health data, Polycab has digitized its Health, Safety, and Environmental management systems, allowing real-time analytics and quick prioritization of healthcare needs. These digital systems have significantly improved accuracy, response time, and reporting efficiency. Health screenings conducted in FY 2024–25 included a comprehensive panel of tests and a physician-led physical exam. Follow-up consultations were arranged where needed to ensure employees received personalized care based on screening results. These efforts reflect Polycab’s commitment to not only occupational safety, but total worker wellness.

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

Safety Incidents/Numbers	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.11	0.08
Total recordable work-related injuries	Employees	0	0
	Workers	3	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

An independent assurance has been carried out by TUV India Pvt Ltd on the FY 2024-25 and by KPMG Assurance and Consulting Services LLP on the FY 2023-24 indicators in the above table.

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

At Polycab, workplace safety is deeply embedded in operational philosophy. The Company continues to enhance its safety framework through structured policies, awareness programs, and proactive systems aimed at preventing incidents and fostering a healthy work environment. The goal is not only regulatory compliance but the creation of an environment where everyone can perform their duties without health or safety concerns.

Polycab’s OHSE Policy serves as the backbone of its safety culture, reinforcing a commitment to continuous improvement and employee engagement. Every facility is governed by a robust safety management system that enables early identification, control, and elimination of occupational risks. Emergency response protocols and contingency plans are in place to handle unforeseen situations.

A data-driven approach ensures transparency by displaying statistical information related to incidents, near misses, and safety KPIs on the shop floor, promoting visibility and accountability. Employees are actively encouraged to participate in health and safety efforts through regular campaigns, training sessions, and structured interactions. Visual reminders such as safety signs, “Do’s and Don’ts” boards, and banners support day-to-day awareness.

The Company aligns its operations with ISO 45001 standards for Occupational Health and Safety. This international certification reflects Polycab’s intent to adopt globally accepted best practices and ensure operational consistency.

In cultivating a zero-harm culture, lean principles like ‘5S’ (Sort, Set in order, Shine, Standardize, Sustain) are fully integrated into factory operations. These practices contribute to cleaner, safer, and more efficient workplaces. Employee involvement is central; workers are included in safety decision-making and implementation across units. Safety Committees have been formed at each manufacturing facility with participation of at least 50% workers, and meetings are held every month to review concerns, analyze incidents, and implement action plans.

In addition to internal efforts, Polycab also works with contractors, vendors, and service providers to ensure alignment with its health and safety requirements. All third-party workers are required to undergo site-specific safety orientation before being deployed at any Company-controlled location. Hazards and occupational safety risks linked to suppliers and other business partners are assessed and mitigated using controls such as administrative procedures, PPE, and engineering interventions.

Periodic internal and cross-functional safety audits are a cornerstone of Polycab's safety assurance process. Safety events, including National Safety Week, National Fire Week, and Road Safety Week, are observed on a large scale, featuring activities such as fire drills, emergency preparedness exercises, safety quizzes, and hazard identification contests.

Key safety domains are addressed through specific measures:

Fire Safety Measures:

1. Installation of fire hydrants, extinguishers, and alarm systems across manufacturing units.
2. Routine fire drills conducted to maintain readiness.
3. Fire response teams trained and stationed.
4. 276 drills took place across all our manufacturing facilities in FY 24-25.

Machine and Equipment Safety:

1. Safety guards, rails, and fencing are installed around moving parts to ensure protection.
2. Pre-shift inspections and maintenance protocols, including cleaning, lubrication, and tightening during handovers.
3. Regular assessments to detect machine-related risks.

Emergency Preparedness:

1. Emergency exits clearly marked with directional signage.
2. On-site emergency plans developed and regularly reviewed.
3. Training sessions were attended by 4,273 employees which covers emergency response in line with ISO 45001.

General Safety Measures:

1. Mandatory use of PPE based on role and activity, tracked through a PPE matrix.
2. Visual management tools like posters, floor markings, banners, and digital alerts.
3. Lighting systems maintained as per Indian Safety (IS) standards for visibility and safety.

As part of its broader health and safety framework, Polycab has embedded comprehensive safety training modules into its employee development cycle. These include role-specific training on hazardous materials, machine operation, PPE use, and fire response. Both permanent and contract workers are trained during onboarding and receive periodic refreshers. Awareness initiatives such as safety quizzes, exhibitions, and on-ground demonstrations ensure continuous engagement.

The Company's digitized safety management system, supported by the internal platforms, helps track safety incidents, audit outcomes, and improvement areas. This digital infrastructure enables immediate visibility into safety performance and enhances decision-making at both plant and corporate levels.

All employees and workers whose work or workplace is controlled by Polycab (100%) are covered under the certified Occupational Health and Safety Management System. This coverage extends to third-party workers on site. The system is internally audited across all units, and a third-party certification body validates compliance and effectiveness, with no exclusions.

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

No complaints were made on working conditions and health and safety conditions by employees and workers during safety committee meetings.

14. Assessments for the year

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

The majority of our manufacturing locations are covered under the ISO 45001/2018: Occupational Health and Safety Management Systems. Additionally, all our manufacturing facilities have been audited for IS 14489:2018 by competent third parties. Complying with safe working conditions is an essential aspect of Employee Health and Safety management systems. In addition, our units undergo periodic Environment, Health & Safety audits at all divisions to verify compliance with Standards.

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.

Polycab maintains a strong internal mechanism to identify, address, and learn from safety-related incidents. Regular safety audits are conducted across all manufacturing

facilities to assess adherence to prescribed standards. When gaps or non-conformities are found, corrective and preventive actions (CAPA) are promptly implemented. These actions are documented, tracked, and followed up to ensure long-term effectiveness.

Every near miss, regardless of scale, is thoroughly investigated to understand its root cause. Comprehensive reports for significant near misses are submitted to the Management Committee and Board, ensuring leadership oversight and accountability. Learnings from such incidents is shared across all sites to enable systemic improvements and prevent recurrence.

Polycab conducts root cause analyses using the hierarchy of controls: firstly elimination and substitution of hazards, followed by engineering and administrative controls, and finally, use of personal protective equipment (PPE). Training sessions are conducted to ensure proper PPE usage and understanding of risk control measures by employees and contract workers alike.

To enhance visual communication and foster day-to-day awareness, Polycab has increased safety placards, posters, and signage at strategic locations across all sites. These materials reinforce procedural reminders, key hazard warnings, and emergency protocols, contributing to a consistent visual language of safety and reinforcing the message that safety is a collective responsibility.

Polycab's health and safety team proactively conducts assessments to uncover potential hazards, occupational risks, and environmental concerns linked to day-to-day operations. Each process is evaluated not only for its risks but also for its opportunities to improve safety and operational efficiency. To this end, the Company maintains and periodically reviews both risk-opportunity and aspect-impact registers. These tools serve as living documents, helping teams prioritize actions based on criticality and recurrence.

Corrective actions arising from these risk evaluations and root cause analyses are circulated throughout all manufacturing units to ensure uniform implementation. The aim is not just to solve an issue locally but to embed preventive practices throughout the Company. To ensure accountability and sustained impact, CAPA actions are reviewed during internal safety committee meetings and verified through on-site walkthroughs and spot audits. In cases involving high-risk incidents, third-party validation or external safety consultants may be engaged to assess effectiveness and close the loop.

Incident investigations and reviews are logged into the Company's digitized HSE platform, SPARSH, allowing real-time tracking of issues, assignment of responsibilities, and analytics for recurring trends. This digital system also supports site heads in prioritizing corrective actions and enhances visibility for senior leadership.

Workers and supervisors are also involved in the post-incident review process, particularly in high-risk areas. This bottom-up engagement ensures that local insights contribute to the refinement of safety controls and that improvements are practical and grounded in daily realities. Regular worker participation in incident reviews is part of the broader HSE governance model and helps in continuous improvement of occupational safety systems.

Ongoing efforts to build a resilient safety culture include regular drills, targeted training sessions, and awareness programs designed to keep employees alert, informed, and engaged in safety as a shared responsibility. Fire drills are conducted every 2 months, and mock drills are conducted every 6 months. We ensure that, in these drills, there is 100% participation of our 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)

Polycab is deeply committed to the welfare of its employees (A), workers (B), and their families, including support during times of personal loss. To provide financial security in such situations, the Company offers group life insurance coverage to all employees and workers. This ensures that, in the unfortunate event of their passing, their families receive the necessary financial support.

In addition to life insurance, Polycab has implemented a Demise Policy to support families of employees who pass away during service. The Company ensures all employees are informed about the policy's benefits and procedures. Beyond formal policies, Polycab may also extend additional support based on the needs of the bereaved family, reflecting a thoughtful and compassionate approach. This comprehensive support system highlights the organization's strong sense of responsibility and its ongoing commitment to the security and well-being of its people and their loved ones.

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

As part of our overarching Governance Framework, ethics and compliance are upheld to the highest standards, wherein our value chain partners are expected to adhere strictly to these principles. Polycab's Supplier Code of Conduct emphasizes on our expectations from our value chain partners. The Company primarily sources materials from suppliers who are actively advancing in their ESG journey and demonstrate strong governance practices, thereby ensuring compliance with the Company's Supplier Code of Conduct, including diligent adherence to statutory obligations and timely payments.

Also, the Company has taken the following additional steps to ensure that our value chain partners promptly deduct and deposit statutory dues to ensure their compliance with laws and regulations:

- a) **Monitoring PF & ESIC:** The Human Resource team monitors PF and ESIC contributions for contract laborers working with our supply chain partners at Polycab premises. Service Charge Release Letter is submitted by the labour contractors along with their compliance certificate and document. The HR team verifies the document and compliance with the laws and forwards it to the finance department for processing.
- b) **Vendor Engagement:** We engage with our suppliers during onboarding, requiring them to declare compliance with statutory dues. We also emphasize the importance of timely payments.
- c) **Goods and Services Tax (GST) Checks:** Our Finance Team verifies GST payments from our supply chain partners using the GST portal every quarter. Any non-compliance is escalated to the relevant purchase manager for action.
- d) Event for termination of contract with Vendors and deficiency of service included non-compliance with human rights and other ESG parameters.

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:

There were no cases of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities, needing rehabilitation or placement in suitable employment.

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, Polycab provides transition assistance programs to support employees as they approach retirement or transition out of the organization. The Company is deeply committed to ensuring that its people are supported not only during their active years of service but also as they move into the next phase of their professional or personal lives.

In addition, Polycab conducts thoughtfully designed sessions for retiring employees to facilitate this transition. These sessions offer a platform for individuals to reflect on their careers, share valuable experiences, and receive guidance on financial planning, helping them prepare for retirement with confidence and clarity. The retiring personnel are encouraged to provide training sessions to the new entrants and team members.

In recognition of the knowledge and dedication that long-serving employees bring, Polycab also offers opportunities for continued engagement through advisory or full-time consultancy roles. In such cases, while the employment status may shift from regular staff to fixed-term contracts, these individuals continue to enjoy benefits similar to full-time employees. Fixed term contracts are evaluated and offered to retiring employees based on predetermined criteria and HR policies. This not only allows the company to retain valuable institutional knowledge but also ensures that retiring employees remain connected and involved in a meaningful way.

5. Details on assessment of value chain partners:

Polycab places strong emphasis on responsible and ethical business practices across its supply chain. At the core of this approach is the Supplier Code of Conduct, which requires all business partners to provide a safe and healthy working environment and to fully comply with local Occupational Health and Safety regulations. This includes securing the necessary licenses, permits, and approvals from relevant authorities.

To support this journey, Polycab is providing training and encouraging suppliers and customers to commit to shared ESG goals, helping create a more responsible and aligned value chain. To uphold high standards, the Company conducts thorough evaluations of its suppliers, focusing on their ESG performance. These assessments cover a range of criteria, including carbon footprint, labour practices, diversity and inclusion, and ethical conduct. During the current financial year, Polycab assessed more than 80% of its input material suppliers (by value), most of whom are reputable international companies with well-established sustainability practices, using publicly available reports.

Polycab is also working to build awareness across its wider network of partners. The Company has launched a range of initiatives some formal, others more informal to help its value chain better understand their role in advancing responsible practices. Efforts are underway to assess other key stakeholders, including dealers, distributors, business associates, and even customers, focusing on issues related to environment, health, safety, and human rights. As part of these efforts, the Company has conducted awareness workshops with both suppliers and customers and is establishing processes for data sharing. Additionally, the Company is developing a structured framework to evaluate the sustainability performance of these partners. These initiatives are designed not only to help the Company meet its own sustainability objectives, but also to inspire its value chain to embrace sustainable practices with equal commitment.

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

No significant impact / risks have been observed.

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.

Polycab employs a systematic and inclusive approach to identify and engage with its key stakeholder groups, recognizing that stakeholder trust and collaboration are essential for sustainable growth. The process begins with mapping individuals and entities that significantly influence or are influenced by Polycab's operations. This includes internal stakeholders like employees and management, as well as external parties such as customers, suppliers, investors, regulatory bodies, and community members. The identification process is guided by the principles outlined in our Governance Policy, emphasizing ethical conduct, transparency, accountability, and responsiveness.

Polycab maintains ongoing dialogues with stakeholders through various channels:

- » **Surveys and Feedback Forms:** Regularly distributed to capture stakeholder perceptions and expectations.
- » **Consultations and Interviews:** Conducted with key stakeholder groups to delve deeper into specific concerns and suggestions.

- » **Stakeholder Forums and Meetings:** Organized to facilitate direct communication and collaborative problem-solving.
- » Third-party consultants are appointed to evaluate the stakeholders identified and formulate mechanism to build sustainable relationships with them.

These mechanisms ensure that stakeholder insights are integrated into decision-making processes, aligning business strategies with stakeholder interests. Insights gathered from stakeholder engagements are systematically analyzed and incorporated into Polycab's strategic planning. This ensures that the Company's objectives and initiatives are aligned with stakeholder expectations, fostering mutual value creation.

Our commitment to stakeholder-centric governance is further reinforced by our adherence to international frameworks such as the Global Reporting Initiative (GRI) Standards and the United Nations Sustainable Development Goals. Polycab recognizes that stakeholder dynamics are ever evolving. Therefore, we review and refine our stakeholder identification and engagement processes, when required, to remain responsive to changing needs and to uphold our commitment to sustainable and inclusive growth.

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

Key Stakeholder	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other*	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees (on-roll and contractual workforce)	No	<ul style="list-style-type: none"> • Surveys and Feedback • Employees connect initiative • Goal setting • Performance appraisal • Continuous feedback process • Townhall meetings • Emails • Webcasts • Intranet portals • Newsletters • Circulars 	On-going, Quarterly, Annual	<p>Polycab strives to enable its human capital to maximize its true potential as they are the backbone of our organization; driving innovation, productivity and ultimately, our success. Key areas of interest:</p> <ul style="list-style-type: none"> • Rewards and recognition • Wellness & Safety • Career Development • Diversity and equal opportunity • Various Trainings and Skill Upgradation • Performance management • Employee relationships • Policy and Process Changes • Employee Benefits • Leave announcements. • Long Service Awards • Organizational culture/ workplace, and grievances redressal • Company's growth plans & performance • Annual Budget / Operating Plan • Business Reviews • Celebrations and Annual Family Day

Key Stakeholder	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other*	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ investors and Analysts	No	<ul style="list-style-type: none"> Investor Presentations Investor Relations Webpage Annual General Meeting (AGM) Quarterly condensed financial Statements & Integrated Annual report Broker Conferences Press Releases Media briefings conducted quarterly/annually and on need basis Email Communications 	On-going, Quaterly, Annual	<p>Polycab prioritizes consistent value creation for its shareholders. Key areas of interest:</p> <ul style="list-style-type: none"> Financial performance and dividends, Business updates Corporate Governance and Ethical practices ESG Disclosures Long-term viability and sustainable growth Timely disclosures and regulatory compliance Queries and feedback from investors to understand their requirements.
Channel partners, distributors, retailers and influencers	No	<ul style="list-style-type: none"> Surveys and feedback sessions Conferences Digital platforms Meetings Relationship building activities. 	Ongoing, Periodic	<p>Channel partners play a pivotal role in expanding our market reach, amplifying our brand presence, and driving sales growth through their extensive networks and influence within target markets. Key areas of interest:</p> <ul style="list-style-type: none"> Providing information regarding products and services Rewards, Recognition & Incentive schemes Technical knowledge exchange and other collaborations After sales services & grievance redressal Sharing long-term growth prospects Fair and transparent terms and conditions
End consumers	No	<ul style="list-style-type: none"> In-house and third-party Market research surveys and meetings Engagement through Website, social media and in-store promotions Brand campaigns conducted regularly, during festive seasons and sales promotions. Customer feedback Customer service helpline Other marketing activities 	Continuous engagement	<p>The end consumer is the ultimate recipient of our products, making their satisfaction and loyalty paramount. Understanding their preferences, needs, and feedback is crucial for delivering value, driving repeat purchases, and building long-term brand advocacy. Key areas of interest:</p> <ul style="list-style-type: none"> Affordability, accessibility, quality, reliability, and safety Information on innovative and sustainable/ environment friendly products Enhancing products health & Safety quotient Efficient complaints & grievances mechanism New product launches
Government agencies, regulatory bodies and local authorities	No	<ul style="list-style-type: none"> Disclosures and filings for compliance reporting Meetings with authorities s for permissions/approvals Regulatory audits/ inspections 	Periodic and need basis	<p>Government and regulatory bodies are vital for ensuring compliance with laws and regulations, fostering transparency, and running business operations smoothly. Key areas of interest:</p> <ul style="list-style-type: none"> Compliance & Disclosures Tax payments. Policy advocacy Collaboration on national agendas, Adopting sustainable business practices

¹ <https://cms.polycab.com/media/i50bhaf0/governance-policy.pdf>

Key Stakeholder	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other*	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities and environment	Yes	<ul style="list-style-type: none"> • CSR and ESG initiatives • Meetings & Field visits • Group discussions. • Training & skill building sessions. • Complaint and grievance redressal mechanism • Promulgation of government schemes and Human Rights 	Continuous engagement	<p>As a responsible corporate citizen, engaging with the community is essential for addressing social concerns and contributing to positive societal & environmental impact. Key areas of interest:</p> <ul style="list-style-type: none"> • CSR project planning and development according to the need of the community • Empower vulnerable/marginalized groups through CSR activities. • Socio-economic development including better education, skill development, health and sanitation, rural development-agriculture, animal husbandry and community • Environmental protection & conservation initiatives • Monitoring and evaluation • Grievance redressal (if any)
Vendors (including MSMEs)	No	<ul style="list-style-type: none"> • Capacity building and sustainability awareness sessions for suppliers • Supplier code of conduct policies and standards • Interactive sessions on capacity building and sustainability mechanisms • Promulgation of Rights 	Continuous engagement	<p>Vendors are key partners in ensuring product quality, supply chain reliability, and operational efficiency. Key areas of interest:</p> <ul style="list-style-type: none"> • Due diligence during on-boarding • Periodic assessments of services and costs • Understand new market trends • Long term business relations and growth • ESG consideration (Sustainability, safety checks, human rights, compliances, ethical behavior) • Understand new market trends • Education on platforms available for bill discounting • Business development mechanisms

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.

Polycab firmly believes that meaningful and ongoing stakeholder engagement is a cornerstone of resilient and responsible business leadership. Our engagement strategy goes beyond communication; it is a structured, two-way process that informs governance, shapes strategy, and drives long-term value creation across environmental, social, and economic dimensions.

We engage regularly with all key stakeholder groups: employees, customers, dealers, distributors, suppliers, investors, communities, regulatory bodies, vendors (including MSMEs) to understand evolving expectations, assess impacts, and build mutual trust. This engagement is carried out through a combination of formal mechanisms (e.g., surveys, reviews, assessments, feedback, audits, consultations) and informal dialogue (e.g. dealer meets, supplier interactions, customer discussions, product reviews, expos, over the counter sessions), ensuring we remain responsive and adaptive to stakeholder needs. At the governance level, our Board of Directors provides oversight through dedicated structures, particularly the Audit Committee, the CSR and ESG Committee and the Risk Management Committee. These committees play a pivotal role in:

- » Evaluating the Whistle complaints
- » Evaluating ESG and climate-related risks and opportunities
- » Overseeing sustainability strategy alignment with business objectives
- » Monitoring performance of statutory CSR programs and ESG initiatives

In line with the best global practices, Polycab has strategically expanded the scope of its CSR Committee, reconstituting it as the CSR and ESG Committee to reflect the growing relevance of Environmental, Social, and Governance factors in corporate decision-making in the past year. The Committee now supports broader strategic goals such as resource efficiency, inclusive development, sustainable innovation, and ethical supply chain governance, ensuring that ESG is embedded across the Company's business lifecycle. The Risk Management Committee, in parallel, is tasked with identifying emerging risks that may impact the Company's operations, including those related to climate change, regulatory shifts, labour standards, and environmental compliance and developing mitigation strategies that align with our enterprise-wide risk framework.

To further strengthen ESG oversight, Polycab has also established a dedicated ESG Council that meets regularly to discuss key ESG-related matters. The Council serves as an internal advisory body, facilitating cross-functional collaboration and driving ESG integration across operations.

Engagement is not limited to the boardroom. Business and Functional Heads actively gather insights from frontline stakeholder interactions, bringing real-time feedback into strategic planning processes. This insight flows into Board familiarization programs, quarterly reviews, and long-range planning cycles helping inform decisions around innovation, expansion, and sustainability initiatives. We also maintain regular dialogue with communities, especially around our CSR focus areas. Inputs from local stakeholders directly shapes our annual social impact planning, ensuring that interventions are contextually relevant, participatory, and measurable.

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Polycab maintains ongoing dialogue with stakeholders to understand what matters most to them and the business. This includes structured engagements like surveys, ESG training sessions, and feedback forums as well as informal interactions with employees, suppliers, and customers. These conversations shape our materiality assessments and help ensure our policies and programs stay relevant.

Our sustainability framework is designed to create long-term stakeholder value, and stakeholder input central to identifying material topics and evolving our sustainability

strategy. These material topics are reviewed and updated through structured consultation, which are elaborated in detail on pages 53 of the report.

We conduct regular awareness and training sessions on environmental and social topics, for internal teams and external partners. These sessions not only build knowledge but also serve as a two-way forum for sharing and implementing feedback. For instance, supplier input during onboarding led to refinements in our ESG assessment criteria.

Our major customers are also increasingly invested in our sustainability progress. Many of them share detailed ESG questionnaires that help us understand their evolving expectations. Responding to these has helped us sharpen our disclosures and align better with global benchmarks. We also track broader global standards and frameworks which provide valuable insights into international expectations, enabling us to recalibrate internal practices where needed. They have played a role in guiding improvements in areas like energy efficiency, emissions tracking, and responsible sourcing.

Stakeholder input has directly influenced updates to several of our key policies, including those related to human rights, responsible supply chain, and waste management. This responsive approach ensures our ESG roadmap reflects both on-the-ground realities and emerging global standards.

Based on our value: winning together we place emphasis on stakeholder inputs. We gather input on Board composition, diversity and refreshment, leadership structure, long-term strategy, corporate purpose and sustainability issues, good governance practices and ethical corporate culture, human capital management, compensation discussion and analysis and shareholder and stakeholder engagement. The inputs are analyzed and actions taken / implemented to the extent reasonable in best interest of all key stakeholders.

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

Project	Engagement Approach	Actions Taken
Healthcare Access for Underserved Populations	<ul style="list-style-type: none"> - Consultations with local health workers and panchayats - Health assessments via surveys and community interactions - Partnerships with health authorities and NGOs 	<ul style="list-style-type: none"> - Deployed mobile medical units in 41 villages of District Panchmahal - Organized multi-specialty health camps - Awareness campaigns on maternal/child health focusing on malnutrition - Free medicines for diabetic children and nutrition support for tuberculosis (TB) patients - Women's health initiatives (breast tumor detection, cervical checkups) - Deaddiction drives - Donated medical equipment to hospitals, consumables for treatment like dialysis etc.
Education Support	<ul style="list-style-type: none"> - Discussions with school leaders, community heads, and parents - Assessed school infrastructure and learning outcomes - Identified needs through village interactions 	<ul style="list-style-type: none"> - Built and renovated Schools and Anganwadi's with smart classrooms, science labs, and toilets - Distributed school kits and uniforms - Supported remedial classes for underserved girls - Organized college competitions to crowdsource solutions

Project	Engagement Approach	Actions Taken
Skill Development for Women, Girls & Marginalized Groups	- Interactions with local women and youth to assess skill needs	- Continued Self-Help Group-led sanitary napkin production - Continued Classical dance (Bharat Natyam) classes - Continued Martial Arts classes - Introduced Classical Vocal Class - Continued Computer Classes and Sewing Classes - Conducted certified electrician training under Skill India - In villages ran Sewing classes, Certificate Beautician Course
Environmental Initiatives	- Consultations with government on environmental risks - Eco-awareness programs in schools and with youth	- Afforestation "Miyawaki", Seed Plantation by Drones and solid waste management projects - Installed solar lights in energy-poor areas - Participated in Mission LiFE in tribal schools, promoting 7 eco-friendly themes through student activities
Agricultural Support for Small and Marginal Farmers	- PRA (Participatory Rural Appraisal) with farmers - Collaborated with NGOs	- Training on vermicomposting and natural farming - Exposure visits to demonstrate best practices in agriculture
Animal Husbandry for Livelihood Enhancement	- Consultations with livestock-owning households - Veterinary need assessments in rural areas	- Trained and nominated youth under "Pashu Aarogya Saathi" as para-vets - Conducted awareness sessions on livestock care and hygiene
Aspirational Block Programme (Holistic Development of Village)	- Partnered with local government for needs assessment - Interacted with community and village leaders	- Health: General checkups, malnutrition and eye camps, deaddiction sessions - Education: Rebuilt school toilets, installed smart classrooms - Agriculture: Promoted natural farming and vermicompost concept - Infrastructure: Installed solar streetlights - Social Development: Engaged communities in local governance and growth - Environment -Pond Cleaning

Polycab's CSR philosophy is grounded in the belief that true progress is inclusive and community driven. By engaging directly with underserved populations, the Company designs interventions that are responsive to local needs and contribute meaningfully to sustainable development. The company delves across focus areas such as Healthcare, Education, Skill Development, Environment, and Livelihood Enhancement, Polycab implements targeted programs that align with both national priorities and the UN SDGs.

Through these above-mentioned ongoing community engagement and targeted interventions, Polycab has made meaningful strides in improving access to essential services, strengthening livelihoods, and empowering marginalized communities to actively contribute to sustainable development.

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 Company:

Category	FY 2024—2025			FY 2023—2024		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	4,037	3,956	98%	3,580	3,199	89%
Other than permanent	2,081	2,081	100%	2,477	1,790	72%
Total	6,118	6,037	100%	6,057	4,989	82%
Workers						
Permanent	1,884	1,884	100%	1,925	1,900	99%
Other than permanent	17,126	17,126	100%	13,232	13,232	100%
Total	19,010	19,010	100%	15,157	15,132	100%

All workforce categories including employees, permanent and non-permanent workers complete the Human Rights Policy sign-off during induction and on-floor orientation, ensuring 100% coverage. The policy training is extended to all employees and workers, reinforcing our commitment to human rights across the organization.

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

Category	FY 2024—2025					FY 2023—2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees									
	Permanent									
Male	3,226	56	2%	3,170	98%	2,777	0	0%	2,777	100%
Female	200	7	4%	193	96%	188	0	0%	188	100%
	Other than permanent									
Male	723	283	39%	440	61%	1,662	0	0%	1,662	100%
Female	28	19	68%	9	32%	39	0	0%	39	100%
	Workers									
	Permanent									
Male	1,831	0	0%	1,831	100%	1,877	0	0%	1,877	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
	Other than permanent									
Male	10,663	4,507	42%	6,156	58%	8,940	4,958	55%	3,982	45%
Female	212	179	84%	33	16%	255	179	70%	76	30%

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 (BODs)	9	1,10,09,191	2	50,45,000
Key Managerial Personnel	0	-	1	66,03,071
Employees other than BoD & KMP	3,212	8,89,128	199	8,39,996
Workers	1,831	3,16,332	1	2,46,624

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

	FY 2024-2025	FY 2023-2024
Gross wages paid to females as % of total wages	4.91%	5.69%

An independent assurance has been carried out by TUV India Pvt Ltd on the FY 2024-25 and by KPMG Assurance and Consulting Services LLP on the FY 2023-24 indicators in the above table.

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. Polycab India Limited maintains a clear and structured approach to safeguarding human rights across its operations and value chain. At the centre of this governance structure is the Company's Whistle Committee, which is designated to handle any concerns, violations, or adverse impacts related to human rights. The Whistle Officer, as part of this committee, is specifically responsible for ensuring that credible information is acted upon promptly and that appropriate steps are taken to investigate and resolve issues raised in good faith.

The Company has embedded human rights protection into its governance structure through formal policies such as the Human Rights Policy, the Equal Opportunity Policy, and the Prevention of Sexual Harassment Policy. These documents establish clear expectations and standards to protect the dignity, rights, and safety of not just employees, but also vendors, contractors, suppliers, and other partners connected to Polycab's operations.

Issues addressed under this governance structure encompass a varied range, including but not limited to sexual harassment, discrimination, abuse of authority, child and forced labour,

human trafficking, harassment, bullying, safety, and inclusion. These matters fall within the purview of the Whistle Committee, the Internal Committee (for POSH), or designated officers depending on the nature of the concern. Polycab enforces a zero-tolerance policy on human rights violations and ensures all allegations are handled with fairness, confidentiality, and accountability.

To build awareness and strengthen compliance, the Company organizes regular training sessions that cover the scope, implications, and procedures related to human rights issues. Employees and stakeholders are encouraged to report violations through a protected disclosure mechanism, accessible via the official reporting channel: speakup@polycab.com.

Polycab remains committed to upholding the highest standards of ethical conduct and continues to enhance its systems for redressal and prevention, reinforcing a workplace culture grounded in respect, fairness, and equal opportunity.

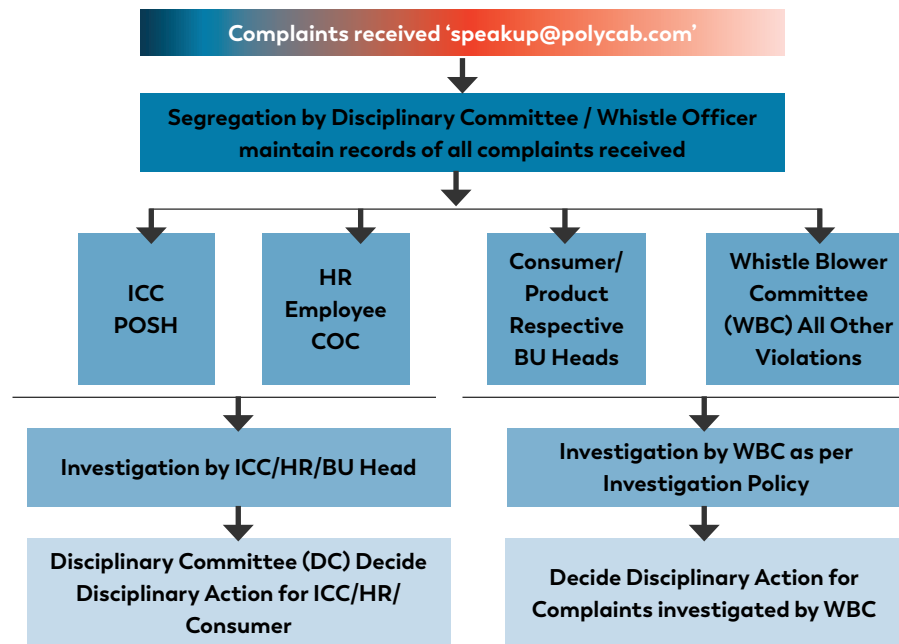
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Polycab is deeply committed to upholding human rights across all levels of its operations and encourages all stakeholders to ensure compliance thereto. To support this, the Company has put in place a clear and accessible Human Rights Policy, applicable not only to employees, directors, and officers, but also to subsidiaries, joint ventures, and associated companies. Rooted in globally recognized frameworks like the Universal Declaration of Human Rights and the ILO Declaration, the policy covers a broad range of issues including sexual harassment, misuse of authority, workplace safety, dignity and respect, child and forced labour, equality, and protection against bullying and harassment. Human Rights violations are considered with zero tolerance, and stakeholders are informed of termination of relationship if found guilty of human rights violation. Affirmation is sought from key stakeholders.

Polycab believes that fostering a safe, fair, and respectful work environment is a shared responsibility. The Company actively engages with employees, communities, and stakeholders to ensure these standards are consistently upheld. To address serious misconduct, a Disciplinary Action Policy is in place, outlining clear steps for resolution. A senior-level disciplinary committee carefully reviews cases and ensures fair action is taken. Anyone within the organization can raise concerns confidentially via speakup@polycab.com.

Further strengthening its commitment to ethical conduct and employee protection, Polycab has also established the Whistle Blower Policy and Sexual Harassment Redressal Policy. These frameworks provide safe and structured avenues for stakeholders to raise concerns at any time, with complaints managed by designated officers or internal committees (including the Whistle Committee) to ensure fairness, confidentiality, and timely resolution.

Further strengthening its commitment to ethical conduct and employee protection, Polycab has also established the Whistle Blower Policy and Sexual Harassment Redressal Policy. These frameworks provide safe and structured avenues for stakeholders to raise concerns at any time, with complaints managed by designated officers or internal committees (including the Whistle Committee) to ensure fairness, confidentiality, and timely resolution.



Polycab actively promotes a culture of open communication to address human rights concerns within the organization. We strive to create an environment where employees feel empowered to raise issues and contribute to the continuous enhancement of the Company's human rights practices.

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

During FY 2024-25, one complaint related to sexual harassment was reported and is being investigated in line with the Company's established redressal. No complaints were received concerning workplace discrimination, child labour, forced or involuntary labour, wage-related concerns, or other human rights violations. However, the complaints related to misconduct, insubordination, and violations of the Company's code of conduct were duly addressed in accordance with established procedures.

7. Complaints filed under the sexual harassment of women at workplace (Prevention, Prohibition and redressal) Act 2013 in the following format.

During FY 2024-25, one complaint was received under the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH), which is being investigated as per the prescribed procedures. In comparison, no complaints were reported under the POSH Act during FY 2023-24.

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

At Polycab, creating a safe, inclusive, and respectful work environment is not just a policy but a deeply held value. The Company is committed to ensuring that all employees feel supported and protected, especially when it comes to addressing misconduct or harassment.

To uphold this commitment, Polycab has implemented a Whistleblower Policy that allows individuals to raise concerns in a secure and confidential way. People can choose to remain anonymous, and the policy provides full protection against any form of retaliation. Whether it is the fear of losing a job, being denied a promotion, or facing unfair treatment, the policy ensures that no one who brings forward a genuine concern will face negative consequences. Complaints can be submitted directly to the Chairman of the Audit Committee, and each case is handled with care, fairness, and complete confidentiality. The Company harnesses a 'Zero fear of retaliation' Policy to encourage the reporting of incidences without fear of adverse action against the discloser for engaging in protected activity.

Alongside this, the Company's Prevention of Sexual Harassment Policy reflects its zero-tolerance approach to workplace harassment. Polycab has set up an Internal Committee to investigate such matters, made up of a woman presiding officer, two internal members with experience in legal or social work, and one external member from a relevant professional background. This committee is responsible for conducting impartial inquiries, recommending suitable actions, and ensuring that those who come forward are not subjected to any form of discrimination. All parties involved are advised not to communicate during the investigation to maintain objectivity, and the entire process is kept confidential to protect the dignity of everyone involved. Together, these policies show Polycab's deep-rooted belief in putting its people first. The focus remains on building a workplace culture where fairness, trust, and safety are at the heart of every interaction.

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

At Polycab, responsible business conduct extends across the entire supply chain. To ensure that all partners operate with the same level of integrity and commitment to

ethical practices, the Company has embedded its Supplier Code of Conduct (SCoC) into every business agreement, purchase order, and contract.

The SCoC applies to all entities that engage with Polycab, including suppliers, service providers, vendors, contractors, dealers, distributors, agents, consultants, joint venture partners, and other third parties. This also includes their employees, representatives, and anyone who provides or seeks to provide goods or services to the Company or any of its subsidiaries, affiliates, or business units.

Our respective agreements with stakeholders provides for termination of business relation in the event the stakeholders violate any human rights. Further, the Company reserves the right to deduct such an amount as it deems necessary for such violations.

Polycab expects every supplier to follow the principles outlined in the Code, which are aligned with both legal requirements and international standards. These include key environmental, social, and governance areas such as fair working conditions, anti-harassment policies, and ethical labour practices. The Company places a strong emphasis on ESG performance when evaluating suppliers and actively promotes awareness and understanding of the Code. To support this, Polycab has launched supplier awareness programs and requires formal acknowledgment of the SCoC to ensure clear and consistent compliance.

Through these efforts, Polycab reinforces its commitment to building a responsible and sustainable value chain, where ethics and accountability guide every partnership.

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 Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	-

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

At Polycab, we believe that building an ethical and inclusive workplace begins with awareness and education. We actively conduct ongoing sensitization and awareness programs to educate our employees and workers on critical societal issues such as child

labour, forced or involuntary labour, and discrimination in employment. Our aim is to foster a culture where dignity, fairness, and human rights are upheld at every level of our operations and value chain. We're proud to report that no complaints related to child labour, forced labour, involuntary labour, or discriminatory practices were received during the reporting year and none remain pending at the end of the reporting year.

The Company maintains strong risk management practices through well-defined policies and structured employee training. These initiatives ensure that employees are prepared to recognize and respond to potential risks. Ongoing internal audits, periodic assessments, and adherence to ISO standards reinforce our commitment to proactive risk identification and mitigation.

Leadership Indicators

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

Polycab places a strong emphasis on protecting and promoting human rights across its operations and partnerships. While there have been no specific complaints reported this year, the Company takes a proactive approach to this important issue. Employees receive mandatory training on essential topics such as the Code of Conduct, workplace diversity, and fostering an inclusive environment. These efforts help create a culture of respect and awareness. In addition, Polycab’s whistleblower mechanism is available to all stakeholders, offering a safe and confidential way to report any concerns about misconduct or inappropriate behaviour.

Through its Supplier Code of Conduct, the Company sets clear expectations for all suppliers and partners, requiring them to follow ethical business practices and respect human rights. The vendor onboarding process is designed to assess environmental, social, and governance factors, with special focus on choosing suppliers who demonstrate strong human rights performance and are transparent about their ESG commitments. Zero tolerance to non-compliance and zero retaliation for whistleblowing with a single door mechanism through speakup@polycab.com.

When selecting suppliers, Polycab gives preference to those who openly disclose their sustainability practices and show a clear commitment to upholding human rights. The Company’s Human Rights Policy reflects this broader vision. It is built on internationally recognized frameworks, including the United Nations Universal Declaration of Human Rights and the International Labour Organization’s fundamental principles. The Company further demonstrates zero tolerance and takes adverse actions in the form of show cause / termination notice for non-compliance with the policies laid down by the Company.

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

At Polycab, creating a safe, fair, and respectful workplace is a priority. Most of the Company's facilities are certified under ISO 45001, a standard that helps ensure strong practices around employee safety, working conditions, and respect for human rights. Further, MMJC has reviewed the policies and procedures together with the implementation and effectiveness of the processes and confirmed that the policies and procedures are adequate and functioning well.

Several of Polycab's international clients conduct regular audits at its facilities, expecting compliance not only with local regulations but also with global human rights standards and good governance practices. In response, Polycab provides comprehensive assurances across a broad spectrum of areas, including the prevention of discrimination, child and forced labour, protection against sexual and workplace harassment, adherence to fair working hours, and towards minimum wage payments.

By aligning with these expectations and going beyond compliance, Polycab continues to build a workplace culture grounded in responsibility, care, and respect for every individual.

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?

In line with our commitment to inclusivity and accessibility, Polycab has taken meaningful steps to create a barrier-free environment for all. Our head office is equipped with ramps at entry points and in lobbies to support individuals using wheelchairs, and our washrooms are fully accessible to ensure comfort and convenience for differently abled individuals. While we continue to enhance accessibility across our other locations, we are actively working to upgrade infrastructure in workspaces, restrooms, common areas, and circulation zones to better accommodate the needs of differently abled employees and visitors. As part of this ongoing effort, we have also identified and modified a new office location in Noida, ensuring it is fully equipped with inclusive infrastructure to support people with disabilities, underscoring our dedication to building a truly diverse and welcoming workplace.

4. Details on assessment of value chain partners:

Polycab places strong emphasis on responsible and ethical business practices across its supply chain. At the core of this approach is the Supplier Code of Conduct, which requires all business partners to provide a safe and healthy working environment and to fully comply with local Occupational Health and Safety regulations. This includes securing the necessary licenses, permits, and approvals from relevant authorities.

To support this journey, Polycab is providing training and encouraging suppliers and customers to commit to shared ESG goals, helping create a more responsible and aligned value chain. To uphold high standards, the Company conducts thorough evaluations of its suppliers, focusing on their ESG performance. These assessments cover a range of criteria, including carbon footprint, labour practices, diversity and inclusion, and ethical conduct. During the current financial year, Polycab assessed more than 80% of its input material suppliers (by value), most of whom are reputable international companies with well-established sustainability practices, using publicly available reports.

Polycab is also working to build awareness across its wider network of partners. The Company has launched a range of initiatives some formal, others more informal to help its value chain better understand their role in advancing responsible practices. Efforts are underway to assess other key stakeholders, including dealers, distributors, business associates, and even customers, focusing on issues related to environment, health, safety, and human rights. As part of these efforts, the Company has conducted awareness workshops with both suppliers and customers and is establishing processes for data sharing. Additionally, the Company is developing a structured framework to evaluate the sustainability performance of these partners. These initiatives are designed not only to help the Company meet its own sustainability objectives, but also to inspire its value chain to embrace sustainable practices with equal commitment.

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 impact/ risks have been observed.

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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources (GJ)		
Total electricity consumption (A)	1,57,554	1,26,522
Energy fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) (GJ)	1,57,554	1,26,522
From non – renewable sources (GJ)		
Total electricity consumption (D)	7,68,124	7,89,124
Total fuel consumption (E)	5,05,084	3,16,559
Energy consumption through other sources (F)	0	0
Total energy consumed from non – renewable sources (D+E+F) (GJ)	12,73,208	11,05,683
Total energy consumed (A+B+C+D+E+F)	14,30,762	12,32,205
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (in GJ / INR Crore)	65.29	68.26
Energy intensity per rupee of turnover adjusted for Purchasing Price Parity (PPP)* (Total Energy Consumed / Revenue from Operations adjusted for PPP) (in GJ / INR Crore PPP)	1,349	1,562
Energy intensity in terms of physical output (in GJ / Tonnage of Output)*	3.03	2.92

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund for India which is 20.66. For FY 23-24, PPP conversion factor published for the year 2022 by World Bank for India which is 22.88 was considered.

*Given the diversity of the products manufactured by the Company, there is no single unit of measurement to calculate energy intensity in terms of physical output. However, since our primary business is in wires and cables, we have computed energy intensity based on the tonnage of wires and cables sold.

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

Yes, the independent assessment has been carried out by TUV India Pvt Ltd.

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, as Polycab does not fall under PAT scheme of Government of India.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in KL)		
(i) Surface water	0	0
(ii) Groundwater	2,52,829	2,30,834
(iii) Third party water	13,995	15,877
(iv) Seawater / desalinated water	0	0
(v) Others	29,344	17,280
Total volume of water withdrawal (in KL) (i + ii + iii + iv + v)	2,96,168	2,63,991
Total volume of water consumption (in KL)	2,80,808	2,51,583
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (in KL / INR Crore)	12.81	13.94
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Water Consumption / Revenue from Operations adjusted for PPP) (in KL / INR Crore PPP)	265	319
Water intensity in terms of physical output (in KL / Tonnage of Output) *	0.60	0.60

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund for India which is 20.66. For FY 23-24, PPP conversion factor published for the year 2022 by World Bank for India which is 22.88 was considered.

*Given the diversity of the products manufactured by the Company, there is no single unit of measurement to calculate water intensity in terms of physical output. However, since our primary business is in wires and cables, we have computed water intensity based on the tonnage of wires and cables sold.

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, the independent assessment has been carried out by TUV India Pvt Ltd.

4. Provide the following details related for water discharge:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(1) To Surface Water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(2) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(3) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(4) Sent to third parties		
- No treatment	-	-
- With treatment – primary	3,887	5,309
(5) Others		
- No treatment ^x	11,473	7,099
- With treatment – tertiary	-	-
Total water discharged (in KL)	15,360	12,408

^xThe water in the 'Others' category refers to water that is discharged and sent to municipal entities or local authorities who treat the water at their facilities.

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, the independent assessment has been carried out by TUV India Pvt Ltd.

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

Polycab is committed to minimizing its environmental footprint through the implementation of advanced wastewater management practices. A cornerstone of this commitment is the eventual adoption of the Zero Liquid Discharge (ZLD) mechanism.

In alignment with regulatory requirements, Polycab's manufacturing units are equipped with Effluent Recycling Plants and Sewage Treatment Plants (STPs). Domestic wastewater from facilities such as toilets and canteens is treated in STPs, with the treated water repurposed for non-potable uses like gardening within the premises. Industrial effluents undergo in-house primary treatment before being neutralized and sent to Common Effluent Treatment Plants (CETPs) approved by the respective State

Pollution Control Boards, ensuring that no untreated wastewater is discharged into the environment.

6. Please provide details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	PPM (Considering Highest emission values amongst all stacks)	23.4	28.3
SOx	PPM (Considering Highest emission values amongst all stacks)	27.0	29.0
Particulate matter (PM)	mg/m ³ (Considering Highest emission values amongst all stacks)	68.4	76.5
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

We undertake periodic third-party laboratory testing for all air emission parameters, including NOx and SOx, across all locations to ensure continued compliance with applicable regulatory limits. The test results are duly submitted to the respective regulatory authorities as part of our compliance obligations.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2024 - 2025	FY 2023 - 2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	29,061	22,568
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,55,118	1,56,937
Total Scope 1 & 2 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	1,84,179	1,79,505

Parameter	Unit	FY 2024 - 2025	FY 2023 - 2024
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) (in MTCO ₂ e / INR Crore)	Metric tonnes of CO ₂ equivalent	8.40	9.94
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) (in MTCO ₂ e / INR Crore PPP)	Metric tonnes of CO ₂ equivalent	174	228
Emission intensity in terms of physical output (in MTCO ₂ e / Tonnage of Output) *	Metric tonnes of CO ₂ equivalent	0.39	0.42

[#]The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund for India which is 20.66. For FY 23-24, PPP conversion factor published for the year 2022 by World Bank for India which is 22.88 was considered.

*Given the diversity of the products manufactured by the Company, there is no single unit of measurement to calculate emission intensity in terms of physical output. However, since our primary business is in wires and cables, we have computed emission intensity based on the tonnage of wires and cables sold.

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, the independent assessment has been carried out by TUV India Pvt Ltd.

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

Yes, Polycab has launched several focused initiatives to reduce GHG emissions, reflecting its strong commitment to sustainability and energy efficiency. These efforts are part of a broader strategy aimed at minimizing environmental impact while supporting responsible growth.

In the financial year 2024-25, Polycab made significant progress by increasing its use of renewable energy. Out of the Company's total electricity consumption, 43.76 million kilowatt-hours were sourced from renewable energy, accounting for 17 percent of overall usage. This shift led to a substantial reduction of 31,336 tonnes of carbon dioxide emissions. Of this, close to 14,285 tonnes were reduced using 19.95 million units from solar and wind captive sources. An additional 17,051 tonnes were saved using 23.81 million units from bilateral renewable energy agreements.

The Company has also invested in rooftop solar installations to further enhance its clean energy capabilities. Two key facilities have benefited from these additions, with a

1.972-megawatt system installed at the Daman unit and a 1.273-megawatt system at the Halol unit. These solar projects are making a significant contribution to reducing the Company's carbon footprint.

To expand its renewable portfolio further, Polycab entered into bilateral agreements for wind energy and wind-solar hybrid arrangement. These agreements are helping diversify the Company's energy mix and increase its access to sustainable power.

In addition to these initiatives, Polycab has installed a windmill with a capacity of 8.1 megawatts and a solar plant with a capacity of 9.535 megawatts. The energy generated from these sources is used directly to power manufacturing operations. Together with bilateral power sources, Polycab's total renewable energy capacity now stands at 32.755 megawatts. Looking ahead, we are planning to deepen our decarbonization efforts by initiating projects that address Scope 3 emissions. This includes advancing green sourcing practices and strengthening collaboration with suppliers to reduce emissions across our value chain. These initiatives are designed to further align our sustainability goals with global best practices and contribute meaningfully to our long-term climate objectives.

9. Provide details related to waste management by the entity

Parameter	FY 2024 - 2025	FY 2023 - 2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4,654	4,937
E-waste (B)	377	0
Bio-medical waste (C) ^x	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	9	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	6,081	3,429
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	13,884	8,950
Total (A+B + C + D + E + F + G + H)	25,005	17,316
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (in MT / INR Crore)	1.14	0.96
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[#] (Total waste generated / Revenue from operations adjusted for PPP) (in MT / INR Crore PPP)	24	22
Waste intensity in terms of physical output (in MT / Tonnage of Output) *	0.05	0.04

Parameter	FY 2024 - 2025	FY 2023 - 2024
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	19,214	7,380
(ii) Re-used	0	-
(iii) Other recovery operations	6	-
Total	19,220	7,380
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	103	45
(ii) Landfilling	752	865
(iii) Other disposal operations	4,930	9,026
Total	5,785	9,936

**The value of Biomedical waste was 0.02 MT in both financial years i.e. FY 24-25 and FY 23-24.*

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund for India which is 20.66. For FY 23-24, PPP conversion factor published for the year 2022 by World Bank for India which is 22.88 was considered.

**Given the diversity of the products manufactured by the Company, there is no single unit of measurement to calculate waste intensity in terms of physical output. However, since our primary business is in wires and cables, we have computed waste intensity based on the tonnage of wires and cables sold.*

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, the independent assessment has been carried out by TUV India Pvt Ltd.

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.

Polycab remains committed to minimizing waste generation across the lifecycle of its products from manufacturing to end-of-life disposal. The Company has implemented

structured protocols for segregation, collection, and responsible disposal of both hazardous and non-hazardous waste streams. These practices are aligned with regulatory norms and executed in collaboration with agencies authorized by the Central and State Pollution Control Boards.

Hazardous waste is disposed of through authorized PCB facilities, while non-hazardous waste is routed to certified recyclers to ensure safe and compliant treatment. Specific waste streams such as battery waste, e-waste, and plastic waste are sold only to PCB-registered recyclers. These steps collectively ensure that our waste management practices uphold regulatory compliance and environmental integrity.

In line with this, Polycab has also begun integrating Life Cycle Assessment practices to holistically evaluate the environmental footprint of its key products. This enables the Company to identify high-impact areas across the product lifecycle, including waste generation, and design targeted interventions. By incorporating circularity and eco-design principles early in the product development phase, Polycab aims to reduce material consumption, extend product lifespan, and support a more sustainable end-of-life outcome.

Our green wires portfolio is manufactured using lead-free, non-carcinogenic, and RoHS/ REACH-compliant materials, supporting safer product design and reduced environmental toxicity. In addition, treated sewage water from STPs is reused for gardening, reducing our water footprint and contributing to site-level water circularity. Through these integrated practices spanning waste segregation, reuse, safer material selection, and process-level improvements Polycab reinforces its commitment to environmental responsibility and sustainable manufacturing.

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.

Polycab's operations are not located in or around ecologically sensitive areas.

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

Name 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
<p>M/s. Polycab India Limited, Unit 2 (Formerly Known as Polycab Wires Pvt. Ltd., Unit 2) Survey.No.30,31,34,42/1,25/2/1/1/P1,25/2/2, 25/2/3, 25/2/6, 29/1, 29/2, 29/3/P1, 35/1, 36/1/P1/P1,55/1,55/2, 55/3, 55/4, 55/5, 57/P2, 65/1, 65/2, & 66, Panelav & Baska Villages Tal: Halol, Dist: Panchmahal Gujarat-389350 Category as per the Schedule to the EIA Notification 2006- 3 (a) Secondary Metallurgical Industries. Sub-Category: B1</p>	<p>EIA Notification, 2006 vide SO 1599 (E) and its amendment & as production capacity is 0.18 MTMA which is >0.12 MTPA, The project falls under Category B1 as per circular no F. No. IA-Z-11013/83/2022-IA-II(IND-I)]</p>	<p>25/06/2014 & 22/11/2023</p>	Yes	Yes	-

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.

Polycab complies with all the aforementioned laws.

Leadership Indicators

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

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

(i) **Name of the area:** Daman

(ii) **Nature of operations:** Production and manufacturing of wires

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

Parameter	FY 2024 - 2025	FY 2023 - 2024
Water withdrawal by source (in KL)		
(i) Surface water	0	0
(ii) Groundwater	19,436	19,923
(iii) Third party water	3,816	3,684
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in KL)	23,252	23,607
Total volume of water consumption (in KL)	23,252	23,607
Water intensity per rupee of turnover (Water consumed / turnover) (KL / Crore)	1.06	1.31

Parameter	FY 2024 - 2025	FY 2023 - 2024
Water intensity in terms of physical output (in MT / Tonnage of Output)*	0.05	0.06
Water discharge by destination and level of treatment (in KL)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2024 - 2025	FY 2023 - 2024
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in KL)	-	-

**Given the diversity of the products manufactured by the Company, there is no single unit of measurement to calculate water intensity in terms of physical output. However, since our primary business is in wires and cables, we have computed water intensity based on the tonnage of wires and cables sold.*

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, the independent assessment has been carried out by TUV India Pvt Ltd.

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

Parameter	Unit	FY 2024 - 2025	FY 2023 - 2024
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	53,52,123	33,74,166
Total Scope 3 emissions per rupee of turnover (in MTCO₂e / INR Crore)		296.5	154.0

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:

The Company has undertaken several initiatives, and also deployed innovative technologies across its operations for improving resource efficiency and minimizing environmental impact:

Sr No.	Initiative undertaken	Details of the initiative (Web link, if any, may be provided along-with summary)	Outcome of the initiative
1	Effluent Recycling Plants & Sewage Treatment Plants	<p>Polycab has completed the installation of an effluent recycling plant, which is now entering the commissioning phase. Once operational, this facility will enable the treatment and reuse of industrial wastewater, significantly improving our impact on the environment.</p> <p>These systems are engineered to recover approximately 70% of process wastewater, allowing it to be recycled back into operations. This reduction in raw water consumption is a vital step toward long-term water sustainability and operational efficiency.</p> <p>By integrating effluent recycling, Polycab expects to lower its dependence on freshwater sources by an estimated 15-20%. This is aligned with industry best practices and supports national water conservation efforts.</p> <p>In addition to managing industrial effluents, treated domestic wastewater collected from canteens, restrooms, and other utility blocks is processed through Sewage Treatment Plants (STPs). The treated water is safely reused for activities like gardening and landscaping within plant premises.</p>	

Note: 1) GHG emissions have been reported for 7 out of the 15 categories defined under the GHG Protocol, specifically Categories 1, 2, 5, 6, 7, 9, and 13.

Category 1 emissions account for key material groups-Primary Metals, Raw Materials, Aluminum, Copper, Lead, and Consumables, together represent over 70% of the Company's value chain expenditure.

2) Emission factors have been sourced from the 2022 Supply Chain Emission Factors (USD) database and the DEFRA 2024 dataset.

3) For grid electricity emissions within India, factors from the latest Central Electricity Authority (CEA) reports have been used.

4) Monetary-based emission values have been normalized to Indian Rupees using World Bank 2024 conversion rates.

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, the independent assurance has been carried out by TUV India Pvt. Ltd.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable.

Sr No.	Initiative undertaken	Details of the initiative (Web link, if any, may be provided along-with summary)	Outcome of the initiative
2	Renewable Energy Harvesting	<p>Yes, Polycab has introduced a range of innovative initiatives and technologies to improve resource efficiency and reduce the environmental impact of its operations. These efforts reflect the Company's long-term commitment to sustainable growth and responsible manufacturing.</p> <p>One of the key steps taken was the installation of Hybrid Power Factor Control Panels with a capacity of 2650 KVAR and 1150A Active Harmonic Filter. These panels help improve power quality by minimizing harmonic distortion, which in turn enhances energy efficiency across production processes.</p> <p>Polycab has also made significant investments in upgrading its equipment, including the deployment of energy-efficient motors in newly installed machinery. These motors are designed to consume less electricity while maintaining optimal performance, directly contributing to the Company's energy conservation goals.</p> <p>In addition to equipment upgrades, Polycab maintains a strong focus on reducing overall energy consumption using solar power and other efficiency-enhancing technologies. The Company continues to streamline its operations to minimize the use of energy, water, and natural resources while managing to increase its production output.</p> <p>The impact of these initiatives has been both measurable and meaningful. During FY 2024-25, Polycab successfully avoided approximately 31,336 tonnes of CO₂ emissions through its use of renewable energy. Furthermore, the Company increased the share of renewables in its energy mix from 13.82 percent in the previous financial year to 17% this year. This progress demonstrates a clear improvement in both energy efficiency and resource utilization across its manufacturing units. Looking ahead, Polycab has set a 5-year goal of achieving 50% renewable electricity usage across its operations by 2030, further reinforcing its commitment to decarbonization and sustainable manufacturing.</p> <p>Through these strategic actions, Polycab continues to strengthen its position as a responsible corporate citizen, consistently advancing efforts to reduce its environmental footprint while enhancing operational sustainability.</p>	

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

Yes, Polycab has a robust business continuity and disaster preparedness framework in place. The Company ensures operational resilience through geographically diversified manufacturing, risk-mitigation protocols, and real-time communication systems. Health and safety measures are embedded into site operations, while insurance coverage safeguards key assets against natural calamities and other disruptions. The Company's continuity planning focuses on minimizing downtime, protecting employee welfare, and securing supply chains. Polycab also integrates risk management into strategic decisions, regularly reviewing site-specific vulnerabilities and updating response plans accordingly.

In addition to physical infrastructure continuity, Polycab has developed an IT Continuity and Information Security framework that ensures the uninterrupted functioning of digital systems. The framework is designed to:

- (1) Maintain business contingency for critical IT processes,
- (2) Provide structured training to IT personnel on disaster recovery and incident response,

- (3) Communicate IT resilience capabilities to internal stakeholders, reinforcing organizational readiness.

Polycab's Information Security Management System (ISMS) is aligned with globally accepted standards, and the Company has undertaken initiatives toward compliance with frameworks such as ISO/IEC 27001. These efforts focus on the protection of sensitive data, securing digital infrastructure, and continual improvement of security controls through stringent compliances, risk assessments and internal audits.

To strengthen organizational awareness, cybersecurity and data protection training sessions, Infographics & phishing simulations are conducted periodically for employees. Clear escalation mechanisms are in place for reporting suspicious digital activities or security breaches, ensuring prompt response and resolution.

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?

As of now, no significant impact/ risks have been observed.

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

Polycab's Supplier Code of Conduct encourages its partners to take thoughtful steps to reduce their environmental impact. This includes adopting energy-efficient methods, using cleaner technologies, and actively working to minimise deforestation, emissions, and waste. At the same time, suppliers are expected to follow all environmental regulations, whether local, national, or international.

To make sure these values are reflected across its supply chain, Polycab regularly reviews its suppliers on key environmental, social, and governance aspects. These evaluations consider factors such as carbon footprint, labour practices, diversity and inclusion, and overall ethical behaviour. In the current financial year, the Company reviewed more than 80 percent of its input material suppliers by value. Most of these are established international companies with a solid track record in sustainability, assessed using their publicly available reports.

Polycab is also working to build awareness across its wider network of partners. The Company has launched a range of initiatives some formal, others more informal to

help its value chain better understand their role in advancing responsible practices. Efforts are underway to assess other key stakeholders, including dealers, distributors, business associates, and even customers, focusing on issues related to environment, health, safety, and human rights. As part of these efforts, the Company has conducted awareness workshops with both suppliers and customers and is establishing processes for data sharing. These initiatives are designed not only to help the Company meet its own sustainability objectives, but also to inspire its value chain to embrace sustainable practices with equal commitment. To support this journey, Polycab is providing training and encouraging suppliers and customers to commit to shared ESG goals, helping create a more responsible and aligned supply chain.

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

a. By the listed entity

None.

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

None.

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.

Polycab maintains active affiliations with multiple trade and industry bodies to strengthen sectoral collaboration, stay informed on regulatory and market developments, and contribute to policy dialogue. These associations support knowledge exchange and align with our commitment to integrity, transparency, and inclusive stakeholder engagement. As of FY 2024–25, the Company is affiliated with 9 industry chambers and associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Federation of Indian Chambers of Commerce and Industry	National
2	The Associated Chambers of Commerce and Industry of India	National
3	Confederation of Indian Industry	National
4	Federation of Indian Export Organizations	National
5	Bombay Chamber of Commerce and Industry	National
6	Indian Fan Manufacturers Association	National
7	Fire & Security Association of India (FSAI)	National
8	Consulting Electrical Engineers Association of Maharashtra (CEEAMA)	National
9	National Federation of Engineers for Electrical Safety (NFE)	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.

No corrective action has been taken/ or is needed regarding any issues related to anti-competitive conduct, as there have been no adverse orders from regulatory authorities.

Leadership Indicators

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

Polycab has a structured Public Policy Advocacy Policy that guides its engagement with policymakers and regulatory bodies in a responsible and strategic manner. The Company advocates for reforms aligned with its business priorities, including energy transition and electrification, Make in India and export competitiveness, smart infrastructure and digital connectivity, electrical safety and quality standards, sustainability and circular economy, and labour and skill development. It also contributes to consultations on relevant policy and governance matters.

Advocacy efforts are overseen by the Board of Directors, with KMPs responsible for identifying policy opportunities, approving positions, and representing the Company in external forums. Business Unit Heads and senior leadership drive implementation and ensure compliance with legal and ethical standards. All external communications follow Polycab's approved communication policy, and third-party representatives are vetted accordingly. Advocacy activities are reviewed bi-annually and reported to the Board or its ESG sub-committee, with an annual performance review conducted to assess impact and alignment with Company goals.

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.

This question relates to the Social Impact Assessment as outlined under the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013. As Polycab has not initiated any new projects involving land acquisition, the requirement for conducting a social impact assessment does not apply.

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

Not Applicable.

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

At Polycab, community engagement goes beyond delivering services, it is about listening, learning, and responding with empathy and purpose. Our initiatives in education, healthcare, skill development, rural and community development and environmental sustainability are rooted in relationships built on trust and mutual respect. To ensure that every community member can voice their concerns, we have put in place mechanisms that allow issues to be raised, acknowledged, and resolved in a structured and transparent manner through speakup@polycab.com.

To support this, Polycab has established a robust grievance redressal framework that is aligned with our CSR Policy and ESG principles. A CSR & ESG Committee, constituted in accordance with Section 135 of the Companies Act, 2013, oversees the governance and accountability of our community engagement efforts.

Our dedicated implementation arm, the Polycab Social Welfare Foundation (PSWF), established in 2020 plays a central role in executing CSR programs on the ground. PSWF teams regularly engage with community members through consultations/ meetings, conduct assessments, and follow-up visits. These interactions also act as vital touchpoints for identifying and recording grievances. Each concern is reviewed by the respective project teams and, where necessary, escalated to the CSR & ESG Committee for further resolution. It is with humility to say that no grievances were reported in relation to program commitments, with most feedback reflecting a strong interest in the expansion of current initiatives.

This structured approach ensures that grievances are not only addressed promptly but also contributes to the continuous improvement of our programs demonstrating Polycab's ongoing commitment to inclusive, transparent, and responsive community development.

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

Particulars	FY 2024 - 25	FY 2023 - 24
Directly sourced from MSMEs/ small producers	14%	9%
Directly from within India	62%	48%

An independent assurance has been carried out by TUV India Pvt Ltd on the FY 2024-25 and by KPMG Assurance and Consulting Services LLP on the FY 2023-24 indicators in the above table.

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

Location*	FY 2024 - 25	FY 2023 - 24
Rural	1.21%	13.80%
Semi-urban	0.93%	0.27%
Urban	53.13%	42.46%
Metropolitan	44.73%	43.47%

**For categorizing individuals employed across various locations into Rural, Semi-Urban, Urban, or Metropolitan segments, we have referred to the latest available Census data and followed the RBI Classification System.*

An independent assurance has been carried out by TUV India Pvt Ltd on the FY 2024-25 and by KPMG Assurance and Consulting Services LLP on the FY 2023-24 indicators in the above table.

Polycab is committed to responsible and sustainable procurement and supply chain practices. It provides equal opportunity to all its procurement partners and suppliers. Vendor selection process forms part of the Procurement Policy.

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

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

None. Polycab has undertaken Village Development initiatives within an Aspirational Block, rather than an Aspirational District.

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

6. Details of beneficiaries of CSR Projects:

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	No. of beneficiaries from vulnerable and marginalized groups	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
1	Halol MMU	18027	18027	100%	Polycab operates a Mobile Medical Unit (MMU) across over 21 villages in Halol, delivering essential healthcare to remote tribal communities with limited or no access to medical services. Staffed by a doctor, nurse, and driver, the MMU visits each village twice a week, offering check-ups, treatment, and free medication. Guided by the mission to "Serve the Underserved," the MMU serves as a vital healthcare lifeline for many in these underserved areas.
2	Ghoghamba MMU	21603	21603	100%	Polycab launched its first MMU in 21 villages of Halol, followed by a second MMU covering 20 villages in Ghoghamba and Jambughoda Talukas, in response to the positive community impact. Staffed by a doctor, nurse, and driver, each MMU visits villages twice a week, providing consultations, treatment, and free medicines while fostering trust and awareness. Additionally, Polycab runs a health initiative for girls aged 6 to 12 across 41 villages, promoting healthy habits through competitions and regular health monitoring over 6 months, with awards for the healthiest participants encouraging long-term well-being and empowerment.
3	Girl Child Health Award	453	453	100%	Polycab runs a health initiative for girls aged 6 to 12 across 41 villages, promoting healthy habits through competitions and regular health monitoring over six months, with awards for the healthiest participants-encouraging long-term well-being and empowerment.
4	Malnutrition Camps - Goghamba / Jambughoda	666	666	100%	In the villages of Ghoghamba and Jambughoda, malnutrition camps are conducted regularly for children and adolescents aged 7 to 19 years, aiming to combat the long-term effects of undernourishment. These camps go beyond basic screening, they offer follow-up treatment and continuous support to help young individuals regain their strength, improve their nutritional status, and move toward a healthier future.

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

Not Applicable

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

Not Applicable

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

Polycab does not own any Intellectual Property Rights derived from Traditional Knowledge.

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.

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	No. of beneficiaries from vulnerable and marginalized groups	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
5	iBreast Camps & Follow-up Treatment	5240	4716	90%	To address the stigma and lack of awareness around breast health in Halol Taluka, the Polycab Social Welfare Foundation (PSWF), launched the iBreast Exam Camp initiative. The program offers breast cancer screenings, tumour detection, and cervical check-ups in a supportive setting, encouraging women to speak openly about their health. When further treatment is required, patients are referred to Goraj Muniseva Ashram, with PSWF covering medical expenses for those unable to afford care.
6	De Addiction Session	267	267	100%	Addiction remains a major concern in the tribal regions of Halol Taluka, prompting the launch of a pilot project in Juni Bhat village. A deaddiction psychiatrist conducts one-on-one counselling to identify individuals using substances like gutka, padidki, and alcohol, providing nicotine patches with usage guidance. Family counselling fosters a supportive home environment, while sports facilities and regular matches promote positive engagement. Follow-up sessions track progress and gather feedback. The ongoing initiative is already showing early signs of positive change as the community begins to adopt healthier alternatives.
7	Malnutrition (7yrs to 19yrs- girls) -Halol	1223	1223	100%	To address the issue of malnutrition among girls aged 7 to 19 years in Halol, regular malnutrition camps are being conducted. These camps go beyond basic health screenings. They provide follow-up treatment, nutritional support, and ongoing care to help young girls recover from the effects of undernourishment. The focus is on helping them regain strength, improve their overall health, and build a foundation for a healthier and brighter future.
8	Halol-Diabetes Camp for children	40	40	100%	For children living with diabetes, managing their condition often means taking 1 to 3 insulin injections daily. To support their treatment, Polycab provides the essential medication, based on doctors' prescriptions, helping these children maintain their health and lead more stable lives.
9	Dialysis Care	114	114	100%	Accessing regular dialysis is a major challenge for underprivileged patients with diabetes or kidney conditions. PSWF addresses this by providing free dialysis, operating 10 machines with 3 sessions each per day, serving 23 to 30 patients daily. With rising demand and 8 additional machines, resource needs have grown. PSWF supplies monthly dialysis consumables, enabling ANP Care to continue delivering consistent and compassionate treatment.
10	TB / Leprosy Patients Nutrition Kits	600	600	100%	Aligned with Prime Minister Narendra Modi's mission to eliminate T.B. and Leprosy by 2025, the "Community Support to T.B. Patients" initiative aims to strengthen community health. In response to an appeal from the Government Hospital in Godhra, the PSWF began distributing nutrition kits to T.B. patients, based on medical recommendations, to support their recovery.
11	ICU Facility	263	145	55%	Polycab supported a local healthcare facility by enabling the installation of a high-end 10-function OT table, enhancing the safety and precision of surgeries across specialties like orthopedics, spine, and arthroscopy. Recommended by medical experts, the table features battery backup, C-arm compatibility, and certifications such as USFDA, CE, and ISO. This initiative reflects Polycab's commitment to strengthening healthcare infrastructure and improving community access to quality medical care.
12	Eye Care Hospital	11005	10455	60%	Eye Care Hospital provides free cataract surgeries to tribal and underserved communities in Gujarat and neighboring states, performing 200-230 surgeries daily and offering free meals to patients and attendants. To reduce the 2-3 month waiting period, the PSWF supported the hospital by establishing a dedicated Operation Theatre, boosting surgical capacity. To date, over 11,000 individuals have received free eye check-ups and treatments, restoring vision and enhancing lives across the region.
13	4 C Health Programme Daman	1500	1500	100%	The 4C Health Program in Daman supports patients with T.B., anemia, leprosy, malnutrition, and HIV by providing essential nutritional care. Standing for Collaborative, Community Care through Corporate Social Responsibility, the initiative unites healthcare providers, communities, and corporate partners. Beneficiaries receive monthly nutrition kits prescribed by doctors, containing items like flour, pulses, protein powder, chikki, and oil to aid recovery and boost immunity.
14	Classical Vocal	14	7	50%	Vocal classical music classes are being conducted for girls in Halol, offering them a platform to explore and nurture their musical talent. Currently, 14 students are enrolled in the program, learning traditional vocal techniques and connecting with India's rich cultural heritage.
15	Sewing classes	120	120	100%	A six-month sewing course in Halol empowers young girls through hands-on training in tailoring, from basic stitching to advanced garment making. With access to sewing machines and materials, 120 participants are currently enrolled, many now skilled in creating various garments. Graduates receive certification, and several have begun stitching for themselves and others, promoting self-reliance and financial independence.

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	No. of beneficiaries from vulnerable and marginalized groups	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
16	Computer Classes to students	72	72	100%	Computer literacy classes are being conducted for girls in Halol Taluka. Two courses are currently offered Basic Computer Training and a Diploma in Computer Application with 72 children enrolled in the program. The curriculum includes practical training in MS Word, MS Excel, SmartArt, Grouping, and other foundational digital skills. Upon successful completion, the students receive certificates, helping them become more confident and job ready. For many, this initiative has opened up new employment opportunities, making it a small yet powerful step toward self-sufficiency and digital empowerment.
17	Martial Arts training for Girls	54	27	50%	A three-year Martial Arts training program is underway for girls in Halol Taluka, aiming to build strength, confidence, and self-defense skills. Covering techniques like Kata, kick practice, and New Maigiri kick, the course also promotes discipline and self-belief. Currently, 54 girls are enrolled, with the aim of obtaining a Black Belt. Notably, one student represented India at an international competition against seven countries and won a gold medal.
18	Dance classes for Girls	42	25	60%	A five-year Bharatnatyam dance course in Halol aims to preserve India's cultural heritage while empowering young girls through classical art. Leading to a 'Visharad' qualification, the program currently has 42 students, including 25 from marginalized communities. In addition to disciplined training, students perform at the Panchmahotsav cultural festival, promoting tribal and classical art. One student also won First Prize at the Kala Mahakumbh competition, reflecting the program's growing impact.
19	Skill Development in Village	50	50	100%	Skill-based training programs are empowering women in village communities by promoting financial independence and entrepreneurship. After identifying individual interests, Self-Help Groups are formed to encourage collective learning. Women are trained in activities like incense stick and sanitary napkin making, with access to materials and guidance on marketing, packaging, and sales. The program not only supports income generation but also builds confidence, ownership, and a path toward economic self-reliance.
20	Science Lab (STEM)	492	492	100%	As part of its commitment to strengthening education, PSWF has supported several schools across Halol, Ghoghamba, and Jambughoda by providing much-needed science lab infrastructure. The initiative aims to create engaging, hands-on learning environments that help students better understand scientific theories and apply them in real life. These labs not only make science more accessible and enjoyable but also inspire curiosity and innovation. Currently, 492 students are directly benefiting from this initiative, gaining exposure to practical science education that could shape their academic and professional futures.
21	Smart Classes	641	641	100%	The project was started recognizing the need for tech-enabled learning, smart classrooms introduced in two schools. Using audio-visual tools, students are now able to learn faster and retain better, while classrooms have become more interactive and engaging. The initiative has also led to a boost in attendance both for students and teachers and created a more enthusiastic teaching environment overall.
22	Aanganwadis	282	282	100%	Aanganwadis are the first step in a child's learning journey, making it essential to provide a nurturing and well-equipped environment. Responding to appeals and recommendations from ICDS, PSWF has supported the construction and renovation of several Aanganwadis. Along with improved infrastructure, facilities like toys, books, and digital tools are provided to create a more engaging and joyful space for early learning.
23	Educational Kits	2724	2724	100%	In Halol Taluka, many orphaned students struggle to access basic school supplies like notebooks, pencils, and bags due to financial hardships. Recognizing this gap, PSWF launched an initiative to support these children by providing complete educational kits, including school bags, stationery, and other essential learning materials helping them continue their education with dignity and confidence.
24	Schools	1037	1037	100%	After receiving appeals from schools in Halol and Ghoghamba/Jambughoda Talukas, PSWF identified urgent infrastructural needs from broken classrooms and toilets to missing compound walls and prayer halls. These conditions were affecting students' learning environment and overall performance. In response, PSWF stepped in to provide necessary infrastructure improvements and resources based on each school's specific requirements, helping create a safer, more supportive space for students to thrive.

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	No. of beneficiaries from vulnerable and marginalized groups	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
25	Tuitions	68	68	100%	In Halol, Gujarat, many girls who dropped out of school due to financial challenges are now being supported through free science and mathematics tuition. This initiative helps them continue their learning journey, rebuild confidence in core subjects, and open up new opportunities for their future.
26	Educational support	3058	3058	100%	Responding to an appeal, which included needs like sandals, medicines, bedsheets, water filters, solar plants, and hygiene items, PSWF extended its support this year by providing bedsheets, Patanjali products, and solar plants helping the Trust enhance sanitation and sustainability in schools.
27	Agriculture (Natural farming, Exposure Visit, Kits)	596	596	100%	<p>Empowering farmers to adopt sustainable practices, the initiative focused on grassroots engagement through a Participatory Rural Appraisal (PRA) approach. By conducting field visits and interactive sessions, the team identified region-specific agricultural challenges and opportunities directly from the farming communities.</p> <p>Based on these insights, farmers were trained in eco-friendly, climate-resilient methods such as vermicomposting and Natural Farming, promoting reduced chemical use and improved soil health. In collaboration with a local NGO, capacity-building efforts were introduced to strengthen sustainable farming practices. Exposure visits further allowed farmers to learn innovative techniques from other regions, encouraging practical adoption. This comprehensive approach has helped farming communities move confidently toward more resilient and sustainable agriculture.</p>
28	Electrician Training (Project Utkarsh)	2073	2073	100%	<p>Polycab Utkarsh, in collaboration with the Construction Skill Development Council (CSDC) and Skill India, has launched a Recognition of Prior Learning (RPL) program. Electrician community is deprived of formal education and skills, this initiative provides a platform of certified training module tailored specifically for electricians, with a strong emphasis on hands-on, practical learning.</p> <p>The training programs were conducted through implementing agencies who actively engaged with the community by visiting retail shops, local markets, and work sites to gather data on electricians. Following this, we connected with them either virtually or in person to encourage participation in the training.</p> <p>As a result of these efforts, we successfully trained 2,073 electricians, achieving an impressive 91% pass rate.</p>
29	Sports, Art and Craft, Tuitions, Career Counselling	806	806	100%	<p>Community building events were organized across villages to foster togetherness and cultural celebration. A Garba competition at Shivrajpur High School featured prizes for best attire and performances, with gifts for all participants, creating an inclusive and joyful environment. Mehndi and Rangoli competitions were also held in villages across Halol and Ghoghamba/Jambughoda Talukas, strengthening community bonds.</p> <p>The year also focused on sports development, with coach training talented students from five residential schools, leading to their participation and success in Khel Mahakumbh and Taluka-level competitions. Additionally, art and craft sessions encouraged students to explore their creativity and express themselves through artistic activities.</p>
30	Pashu Arogya Saathi	576	576	100%	<p>Recognizing the critical role of livestock in rural livelihoods, the initiative began with direct interactions with livestock-owning families to understand their challenges and needs. Through these engagements, veterinary need assessments were conducted, especially in remote areas where access to animal healthcare is often limited or unavailable.</p> <p>In response to these gaps, the "Pashu Arogya Saathi" program was introduced. As part of this initiative, local village youth were identified and trained to provide basic first aid treatment for livestock. These trained individuals not only offered immediate care within their own communities but also became advocates for improved animal husbandry practices. They conducted awareness sessions in neighboring villages, focusing on better feeding, breeding, hygiene, and overall livestock care. This grassroots initiative helped bridge critical service gaps while building local capacity and awareness around livestock health and productivity.</p>

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	No. of beneficiaries from vulnerable and marginalized groups	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
31	Community Need based Activities	1296	1296	100%	<p>At Polycab, we understand that every community is different and so are their challenges. That's why we focus on need based initiatives that are shaped by what people genuinely require on the ground. By listening to local voices, working closely with community members, Government bodies we are able to identify and respond to real issues be it access to basic healthcare, safe drinking water, quality education, skill development, agriculture and animal husbandry.</p> <p>From building essential infrastructure in remote villages to running health camps and skill training programs, our aim is simple: to support people in ways that make a meaningful difference in their daily lives. These initiatives reflect our belief that real change happens when we put people first and walk alongside them in their journey toward a better future.</p>
32	Waste management	1700	1700	100%	<p>Under the Swachh Bharat Mission, a decentralized solid waste management project is underway in Baska Village, Halol Taluka, supported by PSWF, guided by the vision of "Kachre Se Azadi", the initiative promotes eco-friendly practices for cleaner, healthier communities.</p> <p>Waste is collected door-to-door, brought to a central site for segregation, processing, and recycling into useful items such as benches, bricks, tiles, and chairs. Beyond waste management, the project drives awareness, encourages community participation, and cultivates environmental responsibility for long-term well-being.</p>
33	Aspirational Village	851	851	100%	<p>As part of its commitment to inclusive development, Polycab supports the Government of India's Aspirational Blocks Programme (ABP), launched in January 2023 to improve service delivery in 500 underdeveloped blocks. In Ghoghambha, Polycab collaborated with local authorities, conducted need assessments, and engaged with communities to tailor interventions.</p> <p>Health camps were organized to address medical needs, including de-addiction, malnutrition, and eye care. In education, Polycab rebuilt toilet blocks in government schools and introduced Smart Classrooms to enhance learning. Agricultural initiatives included training on natural farming and vermicompost use. For infrastructure, solar-powered streetlights were installed to improve safety and mobility.</p>
34	Life Impacting Interventions (Life Project)	1680	1680	100%	<p>This project was initiated as a part of LiFE Mission -an initiative of Govt. of India. A key focus was placed on engaging schoolchildren through eco-awareness drives, empowering the next generation to take an active role in environmental protection. The project also aligned with the Government's Mission LiFE, rolled out in boarding schools (AshramShalas), introducing students to seven key sustainability themes such as saving water and energy, reducing waste and e-waste, avoiding single-use plastics, and adopting healthy and eco-conscious lifestyles. Through interactive environmental education campaigns and participatory activities, students were encouraged to understand and contribute meaningfully to environmental conservation.</p>
35	Forest – Green Coverage	1834	1834	100%	<p>As part of its environmental sustainability efforts, Polycab launched a green coverage initiative in the hills of Pavagadh, Halol Taluka, using drones to disperse seed balls across 15 hectares of hard-to-reach land. This innovative approach enables afforestation in areas where manual plantation is difficult. Complementing this, a "Miyawaki" forest has been initiated in a village in Ghoghamba, reinforcing Polycab's commitment to biodiversity and ecological restoration.</p>
36	Nagpur Cancer Hospital	979	783	80%	<p>We supported Nagpur Cancer Hospital by providing instruments such as Anaesthesia Machine , OT Lights, OT table , Multipara Monitor, Bed Side Locker, Video Duodenoscope for treating Cancer Pateints.</p>
37	Toilet Block -Daman	500	500	100%	<p>we constructed additional toilet blocks and bathrooms in a school in Daman that serves 431 students from 15 surrounding villages, majority of whom come from economically disadvantaged backgrounds. This initiatives has significantly improved hygiene standards, living conditions, and the overall learning environment.</p>
38	Kritrim Viklang Kendra, MP	120	120	100%	<p>We constructed a shed for conducting physiotherapy sessions amongs others in Viklang Kendra centre for the disabled.</p>

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	No. of beneficiaries from vulnerable and marginalized groups	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
39	Construction of Medical College	NA	NA	NA	As the Marathwada region has very few state-of-the-art medical colleges, establishing a medical college in the region would help increase the number of available seats. We supported a 33 year old trust focused on inculcating ethics and values in medical students in setting up a Medical College cum Hospital in Aurangabad with an objective to provide society with committed and dedicated Doctors for the service of Humanity. Around 150 students are expected to benefit in the first academic year 2025-2026.
40	Village College interface	NA	NA	NA	This initiative was launched to tackle grassroots challenges in rural communities through direct Village Community Interactions involving local leaders, government officials, and communities. Key issues identified included animal menace, water management, renewable energy, fair crop pricing, malnutrition, and environmental concerns. To connect youth innovation with community development, a college-level competition was held where students proposed viable, feasible, replicable, and sustainable solutions. Winning projects were recognized by the Collector and District Magistrate and implemented in villages, enabling students to create real-world impact while addressing critical local needs.

At Polycab, we believe true progress is inclusive. That is why we focus our efforts on reaching the most vulnerable and underserved communities. By engaging with them directly and listening to their lived experiences, we design initiatives that reflect their real needs and create change that truly matters.

Through these abovementioned ongoing community engagement and targeted interventions, Polycab has made meaningful strides in improving access to essential services, strengthening livelihoods, and empowering marginalized communities to actively contribute to sustainable development.

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.

Polycab has implemented a structured and responsive customer service framework that allows consumers to share their grievances and feedback through multiple accessible channels. The Company's complaint management process is designed to ensure prompt resolution, transparency, and continuous improvement in service delivery.

Customers can reach out via:

- » Email: customercare@polycab.com
- » CRM Portal: <https://care.polycab.com>
- » Website: www.polycab.com
- » Toll-Free Number: 1800 267 0008
- » WhatsApp Chatbot: For complaint and warranty registration (via QR code) or connect on 7304485540

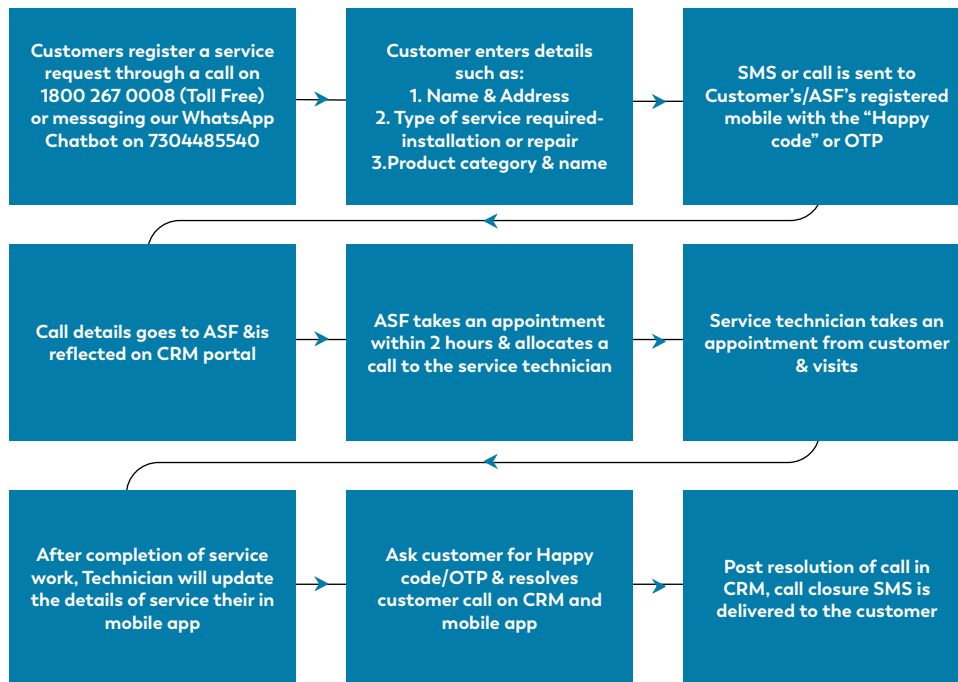
Once a complaint is received, it is registered in the Company's centralized CRM platform, which generates a unique ID for tracking. Dedicated customer care executives promptly assess the issue, reach out to the customer to collect any additional information if

needed, and aim to offer remote resolutions wherever feasible. If a technical visit is required, an engineer is deployed to the site. Throughout this process, customers are kept informed at each stage. In line with Polycab's service policy, most consumer complaints are addressed and resolved within 24 to 48 hours. If dispatches or product replacements are involved, actions are initiated within the stipulated timelines defined by internal service standards. In EPC-related cases, customers are first advised to engage with the EPC team; unresolved matters are escalated through joint evaluation determining the appropriate solution whether repair, replacement, or a site visit.

The final step in the complaint lifecycle involves obtaining the customer's confirmation via the "HAPPY" code, which signifies closure and satisfaction. To ensure accountability and track service quality, outbound calls are made post-resolution to collect structured feedback. Polycab systematically reviews customer feedback to identify recurring issues, monitor satisfaction levels, and implement product or service-level improvements. This closed-loop mechanism strengthens customer trust while supporting the Company's broader commitment to operational excellence.

Polycab also actively monitors and engages with customers through its official social media platforms, allowing for real-time feedback collection via Facebook, Twitter (X),

and Instagram. These additional touchpoints ensure that customer voice is heard across digital channels, supporting brand transparency and accessibility. To ensure accountability and track service quality, outbound verification calls are made post-resolution to collect structured feedback. Polycab systematically reviews this feedback to identify recurring issues, monitor satisfaction levels, and implement product or service-level improvements. These insights feed into design, quality, and operations teams to enhance future customer experience.



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

Particulars	As a percentage to the total turnover
Environmental and social parameters relevant to the product	53%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2024 - 2025			FY 2023 - 2024		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Polycab received zero complaints during the reporting period related to breaches of customer privacy, or other parameters mentioned herein. This includes no reported incidents from external parties, regulatory bodies, or internal investigations concerning data leaks, theft, or loss of customer information. The Company continues to uphold stringent data protection standards across all consumer-facing and internal systems.			Zero complaints received concerning breaches of customer privacy, including complaints received from outside parties and substantiated by the organization, complaints from regulatory bodies, leaks, thefts, or losses of customer data.		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practice						
Others	3,63,439	424	0.12% pending	3,64,206	369	0.10% pending

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

Zero incidents of non-compliance with regulations and/or concerning the health and safety impacts of products and services within the reporting period, resulting in a fine or penalty, warning, voluntary codes. Polycab takes a step forward by ensuring transparent communication through our product information which delineates safe usage. Our individual product manuals, leaflets and brochures carry relevant information.

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, Polycab has comprehensive cyber security and data privacy frameworks that are applicable across the entire organization. We are committed to respecting the privacy of all individuals whether employees, consumers, or business partners and ensuring the protection of their personal information. The Data Protection and Privacy Policy serves as the foundation of our information security program. It defines our approach to safeguarding IT infrastructure, digital assets, and sensitive data, while establishing controls that are continuously monitored and enhanced to stay ahead of emerging threats. This policy outlines the minimum-security standards required to protect information and supersedes all earlier versions on the subject.

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

Not applicable. There were no reported instances of non-compliance, nor were any penalties or regulatory actions levied against Polycab during the reporting period in relation to advertising practices, safety regulations, marketing standards, product labeling, delivery of essential services, cybersecurity, data privacy, or product recalls.

7. Information relating to data breaches:

- a. Number of instances of data breaches: No instance of data breach occurred during the FY 2024-25
- b. Percentage of data breaches involving personally identifiable information of customer: Not Applicable
- c. Impact, if any, of the data breaches: Not Applicable

An independent assurance has been carried out by TUV India Pvt Ltd during FY 2024-25 on the indicators above.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available)

Polycab continues to prioritize transparency and stakeholder accessibility through a variety of communication channels. Our product section on the corporate website (<https://polycab.com/consumer>) serves as a key resource, offering detailed catalogues, specification sheets, and explanatory videos that help customers make informed decisions.

We maintain a strong digital presence through active engagement on social media, timely product announcements, and multimedia content to showcase new launches and innovations. Our collaboration with major e-commerce platforms such as Amazon and Flipkart has further strengthened consumer access and brand visibility. Polycab also disseminates updates through its Integrated Annual Report, media publications, and press coverage, including regular product features and reviews in both digital and traditional outlets. These efforts reinforce our focus on openness, consumer awareness, and market accountability.

Stakeholders can engage with us through the following platforms:

- » Facebook – <https://www.facebook.com/PolycabInd>
- » Instagram – <https://www.instagram.com/polycabindia>
- » Twitter – <https://twitter.com/PolycabIndia>
- » LinkedIn – <https://www.linkedin.com/Company/polycabindia/>
- » YouTube – <https://www.youtube.com/user/PolycabInd>

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

Polycab prioritizes consumer safety by making product education an integral part of its customer engagement strategy. The Company adopts a multifaceted approach to ensure that users of its cables, wires, and other electrical products are fully informed and equipped to handle them responsibly.

Each product is accompanied by clear and detailed manuals that outline installation procedures, usage guidelines, and maintenance instructions. These documents are designed to help users avoid common handling errors and maximize product lifespan. In addition to print documentation, Polycab offers digital support in the form of video tutorials and guides, accessible via its website and mobile platforms. These resources provide step-by-step visual instructions for safe and correct usage. Product information is publicly available on <https://polycab.com/consumer>

Product packaging features prominently placed warning labels, designed to be easily understood and to draw attention to essential safety precautions. These labels ensure that users are aware of potential hazards before installation or use.

To extend its reach and impact, Polycab collaborates with its dealer network to conduct safety workshops and technical training sessions. These sessions target end-users as well as professionals such as electricians, contractors, and retail staff, covering best practices and emphasizing responsible usage.

In addition, dedicated customer support and field engineering teams provide direct guidance and address safety concerns on-site when needed. Proactive communication through the Company's website, social media, and feedback channels ensures that safety-related updates, product improvements, and user advisories are communicated in a timely manner.

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

Polycab is not directly engaged in delivering essential services as outlined under the Essential Services Maintenance Act, 1981. However, we do supply products to clients who may be involved in providing such services.

To support uninterrupted operations, we maintain proactive and ongoing communication with our customers. Any potential risk of disruption is addressed promptly and transparently, in line with service level agreements specified in our contracts. Beyond routine interactions, we also conduct webinars and seminars to engage stakeholders, discuss potential challenges, and reinforce our commitment to reliable service delivery. Customers can easily connect with us through multiple channels, including our Customer Care helpline, email, WhatsApp, and the Polycab Mobile App, to ensure timely resolution of queries or concerns.

4. a) 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.

Yes. Polycab ensures that all products are labeled with clear, accurate, and legally compliant information, empowering consumers to make informed and responsible choices. In addition to statutory declarations, the Company provides critical guidance on safe handling, usage, storage, and health or environmental precautions

relevant to the product. Each product label includes important compliance markings such as RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) reflecting our commitment to product safety and sustainability. Packaging also features standard handling icons such as fragile, keep dry (umbrella symbol), and recyclable material symbols to reinforce responsible usage and disposal. By combining regulatory compliance with user-friendly information and environmental markings, Polycab promotes product stewardship, enhances consumer safety, and supports broader environmental responsibility.

b) 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. We monitor consumer sentiments to receive overall feedback on issue resolution and products/services. We also evaluate consumer experience and have achieved a Customer Satisfaction (CSAT) Score of 96% for our W&C and FMEG products through customer calls and feedback forms.

INDEPENDENT ASSURANCE STATEMENT

To,
The Board of Directors of Polycab India Limited,
#29, The Ruby, 21st Floor, Senapati Bapat Marg,
Tulsi Pipe Road, Dadar (West), Mumbai -400028.

Polycab India Limited (hereinafter referred to as "PIL" or "Reporting Organization") engaged TUV India Private Limited (TUVI) to perform an independent external assurance of the Business Responsibility and Sustainability Report (hereinafter 'the BRSR') Core and Global Reporting Initiative ("GRI") disclosures. PIL developed the Integrated Annual Report which also contains the disclosures of BRSR Core ("the 09 attributes"), all the nine BRSR principles, including Essential and Leadership Indicators and GRI disclosures (hereinafter together referred to as "Sustainability Information") for the period April 01, 2024 to March 31, 2025, following frameworks and guidelines are referred during assurance process:

- The Industry Standards on Reporting of BRSR Core, as per SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024;
- SEBI circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10 May 2021;
- The SEBI notification SEBI/LAD-NRO/GN/2023/131, dated 14 June 2023, related to BRSR reporting requirements;
- The BRSR Core - Framework for Assurance and ESG Disclosures for the Value Chain, as stipulated by SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023;
- GRI 2021; and
- World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard).

The assurance engagement for BRSR Core disclosures was conducted with reasonable assurance and (GRI) disclosures and nine BRSR principles, including Essential and applicable Leadership Indicators (except BRSR Core indicators) were subjected to a limited assurance engagement, following the requirements of International Standard on Assurance Engagements ISAE 3000 (Revised).

Management's Responsibility

PIL developed its sustainability information forming part of the Integrated Annual Report (based on BRSR and GRI framework) and holds full responsibility for the collection, analysis, preparation, and disclosure of the information presented in the Integrated Annual Report, including its availability in both web-based and printed formats. This responsibility also extends to the maintenance and integrity of the website where the Integrated Annual Report is published. Management is responsible for ensuring the disclosed data is accurate, reliable, and free from material misstatements, as per the BRSR criteria. Additionally, PIL is responsible for the archiving and reproduction of the disclosed information and for ensuring that such data is made available to relevant stakeholders and regulatory authorities upon request. The Reporting Organization is responsible for complying with applicable laws.

Scope and Boundary

The scope of this assurance engagement conducted by TUVI covered the verification of disclosures made by PIL in its Integrated Annual Report. The Integrated Annual Report represent key disclosures related to the organization's Environmental, Social, and Governance (ESG) performance, as mandated by the Securities and Exchange Board of India (SEBI).

The assurance engagement included the following activities:

- Review of General Disclosures, Management and Process Disclosures, and PIL's responses to all nine BRSR principles;
- Review and evaluation of the nine attributes specified under Annexure I - Format of BRSR Core, as disclosed in the BRSR;
- Assessment of the quality, clarity, and completeness of the reported information; and
- Verification of supporting evidence on a sample basis, involving:
 - Limited assurance for GRI-based disclosures and nine BRSR principles, including Essential and applicable Leadership Indicators (except BRSR Core indicators), and
 - Reasonable assurance for the nine attributes as per the BRSR Core framework.

This approach ensured an assessment aligned with the principles of ISAE 3000 (Revised), providing an independent and objective evaluation of the reliability and accuracy of PIL's ESG disclosures.

TUVI has verified the below [09 attributes as per Annexure I - Format of BRSR Core](#) disclosed in the BRSR

Attributes	KPI
Green-house gas (GHG) footprint	Total Scope 1 emissions (with breakup by type) - GHG (CO ₂ e) Emission in MT - Direct emissions from organization's owned- or controlled sources Total Scope 2 emissions in MT - Indirect emissions from the generation of energy that is purchased from a utility provider GHG Emission Intensity (Scope 1+2) - (Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations GHG Emission Intensity (Scope 1+2) - (Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP GHG Emission Intensity (Scope 1+2) - (Total Scope 1 and Scope 2 emissions (MT) / Product or Service
Water footprint	Total water withdrawal by sources (in kL) Total water consumption (in kL) Water consumption intensity - Water Consumption (kL) / Total Revenue from Operations Water consumption intensity - Water Consumption (kL) / Total Revenue from Operations adjusted for PPP Water consumption intensity - Water Consumption (kL) / Product or Service Water Discharge by destination and levels of Treatment (kL)
Energy footprint	Total energy consumed in GJ % of energy consumed from renewable sources - In % terms Energy intensity - energy consumed (GJ) / Total Revenue from Operations Energy intensity - energy consumed (GJ) / Total Revenue from Operations adjusted for PPP Energy intensity - energy consumed (GJ) / Product or Service
Embracing circularity - details related to waste management by the entity	Plastic waste (A) (MT) E-waste (B) (MT) Bio-medical waste (C) (MT) Battery waste (D) (MT) Other Hazardous waste (E)(MT) Other non-hazardous waste (F)(MT) Total waste generated (A + B + C + D + E + F) (MT) Waste intensity • MT /Revenue from Operations • MT /Revenue from Operations adjusted for PPP • MT /Product or Service Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT) Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Intensity) ✓ kg of Waste Recycled Recovered /Total Waste generated For each category of waste generated, total waste disposed by nature of disposal method (MT) For each category of waste generated, total waste disposed by nature of disposal method (Intensity) ✓ kg of Waste Recycled Recovered /Total Waste generated
Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the co - In % terms Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) 1) Number of Permanent Disabilities 2) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) 3) No. of fatalities
Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid - In % terms Complaints on POSH 1) Total Complaints on Sexual Harassment (POSH) 2) Complaints on POSH as a % of female employees / workers 3) Complaints on POSH upheld
Enabling Inclusive Development	Input material sourced from following sources as % of total purchases - Directly sourced from MSMEs/ small producers and from within India - In % terms - As % of total purchases by value Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost - In % terms - As % of total wage cost

Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events - In % terms Number of days of accounts payable - (Accounts payable *365) / Cost of goods/services procured	
Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	1) Purchases from trading houses as % of total purchases 2) Number of trading houses where purchases are made from 3) Purchases from top 10 trading houses as % of total purchases from trading houses 1) Sales to dealers / distributors as % of total sales 2) Number of dealers / distributors to whom sales are made 3) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors Share of RPTs (as respective %age) in • Purchases • Sales • Loans & advances • Investments

TUVI has verified the below-mentioned GRI disclosures given in the Report and has conducted Limited assurance engagement in-line with ISAE 3000 (Revised) Assurance Standard:

Topic	Indicator	GRI Disclosure
General Disclosures	Organizational details	2-1
	Entities included in the organization's sustainability reporting	2-2
	Reporting period, frequency and contact point	2-3
	Employees	2-7
	Workers who are not employees	2-8
	Nomination and selection of the highest governance body	2-10
	Chair of the highest governance body	2-11
	Conflicts of interest	2-15
	Policy commitments	2-23
	Membership associations	2-28
	Defined benefit plan obligations and other retirement plans	201-3
	Financial assistance received from government	201-4
Market Presence	Proportion of senior management hired from the local community	202-2
Indirect Economic Impacts	Infrastructure investments and services supported	203-1
Anti-corruption	Operations assessed for risks related to corruption	205-1
	Communication and training about anti-corruption policies and procedures	205-2
	Confirmed incidents of corruption and actions taken	205-3
Anti-competitive Behaviour	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	206-1
Energy	Energy consumption outside of the organization	302-2
	Reduction of energy consumption	302-4
Emissions	Other indirect (Scope 3) GHG emissions	305-3
	Reduction of GHG emissions	305-5
	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions	305-7
Waste	Management of significant waste-related impacts	306-2
Employment	New Employee Hire & Turnover Details	401-1
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2
	Parental leaves	401-3
Occupational Health and Safety	Occupational health and safety management system	403-1
	Hazard identification, risk assessment, and incident investigation	403-2
	Occupational health services	403-3
	Worker participation, consultation, and communication on occupational health and safety	403-4
	Worker training on occupational health and safety	403-5
	Promotion of worker health	403-6
	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7
	Workers covered by an occupational health and safety management system	403-8

Training and Education	Average hours of training per year per employee	404-1
	Programs for upgrading employee skills and transition assistance programs	404-2
	Percentage of employees receiving regular performance and career development reviews	404-3
Diversity and Equal Opportunity	Diversity of governance bodies and employees Ratio of basic salary and remuneration of women to men	405-1 405-2
Non-discrimination 2016	Incidents of discrimination and corrective actions taken	406-1
Child Labour	Operations and suppliers at significant risk for incidents of child labour	408-1
Forced or Compulsory Labor	Operations and suppliers at significant risk for incidents of forced or compulsory labour	409-1
Local Communities	Operations with local community engagement, impact assessments, and development programs	413-1
Customer Health and Safety services	Incidents of non-compliance concerning the health and safety impacts of products and	416-2
Marketing and Labelling	Requirements for product and service information and labelling	417-1
	Incidents of non-compliance concerning product and service information and labelling	417-2
	Incidents of non-compliance concerning marketing communications	417-3
Customer Privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1

The reporting boundaries for the assured sustainability information are limited to the below operational units of PIL:

1. Wires & Cables: Halol (Gujarat), Kalsar (Gujarat) and Daman	4. Switchgear: Nashik (Maharashtra)
2. Fans: Halol (Gujarat) and Roorkee (Uttarakhand)	5. Metal Box: Halol (Gujarat) and Bangalore (Karnataka)
3. Pipes and Conduits: Chennai (Tamil Nadu) and Halol (Gujarat)	6. Switches Plant –Daman
7. All Offices and Warehouses as disclosed in the Integrated Annual Report	

As part of the assurance process, TUVI conducted onsite verification at locations such as Daman, Halol (Gujarat) and Corporate Office.

Limitations

TUVI did not perform any assurance procedures on the prospective information disclosed in the Report, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI did not verify any ESG goals and claim through this assignment. TUVI has taken reference of the financial figures from the audited financial statements. PIL will be responsible for the appropriate application of the financial data. The application of this assurance statement is limited w.r.t [SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated Jul 12, 2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024](#). TUVI disclaims liability for decisions or consequences arising from this assurance statement or from inaccurate data, relying on the completeness and accuracy of information provided by PIL. The responsibility for the authenticity of the data is confirmed by PIL. Any reliance placed by any person or third party on disclosed KPI is entirely at their own risk. This assurance statement does not validate any environmental or social claims, nor is it intended to mislead or contribute to greenwashing.

TUVI's Responsibility

TUVI's responsibility in relation to this engagement is to perform a reasonable level of BRSR Core assurance and limited level GRI assurance 2021 and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of PIL's strategy, management of ESG-related issues or the sufficiency of the Report against BRSR reporting principles, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes assurance of non-financial quantitative and qualitative information disclosed by PIL. Reporting Organization is responsible for archiving the related data for a reasonable time period. The primary intended user of this assurance statement is PIL; however, the client may use it at their own discretion in accordance with their specific requirements. This assurance engagement is based on the assumption that the data and information provided to TUVI by PIL are complete and true.

Assurance Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing verification efforts on disclosures and issues of high material relevance to PIL and its stakeholders. The objective was to assess the reliability and accuracy of

the non-financial information disclosed, with emphasis on the robustness of data management systems, internal controls, and information flows.

TUVI's assurance activities included:

1. Document and Data Review
 - i. Examination of documents, datasets, and supporting evidence provided by PIL for Section A and B of the BRSR, covering all nine BRSR principles, including Essential and Leadership Indicators, as well as the nine attributes listed in Annexure I – Format of BRSR Core (non-financial disclosures).
 - ii. Evaluation of disclosures related to Management Approach and performance indicators.
2. Stakeholder Interviews
 - i. Conducted interviews with key representatives, including data owners, process managers, and decision-makers across various departments.
 - ii. Reviewed PIL's approach to stakeholder engagement and materiality determination to validate qualitative statements included in the Integrated Annual Report.
 - iii. Interviews were conducted through both onsite visits and remote assessments, as applicable.
3. Process and System Assessment
 - i. Review of systems and processes for:
 - a) Implementing ESG and sustainability-related policies, as described in the BRSR; and
 - b) Collecting, managing, and reporting both quantitative data and qualitative information for the reporting period.
 - ii. Assessment of the internal controls supporting data accuracy, traceability, and consistency.
4. Reporting Framework Adherence
 - i. Verified PIL's adherence to reporting requirements under:
 - a) SEBI's BRSR guidelines, and
 - b) GRI Standards.

TUVI evaluated the GRI-based disclosures against the following GRI principles: Stakeholder Inclusiveness, Materiality, Responsiveness, Completeness, Neutrality, Relevance, Sustainability Context, Accuracy, Reliability, Comparability, Clarity, Timeliness. This methodology enabled TUVI to provide a balanced and evidence-based assurance on the information disclosed, while maintaining alignment with ISAE 3000 (Revised) standards for non-financial assurance.

Opportunities for Improvement

The following opportunities for improvement have been reported to PIL. These align well with PIL management's existing objectives and programs. PIL has already identified these focus areas, and the assurance team endorses their continued implementation to advance the organization's Sustainability Goals:

1. Sustainable Procurement Policy: PIL may plan to further expand and incorporate best practices and requirements from ISO 20400 to strengthen its sustainable procurement framework.
2. Community Impact Monitoring and Evaluation: PIL aims to differentiate between direct and indirect community impacts for better monitoring. Additionally, it may explore the use of Social Return on Investment (SROI) as a tool to prioritize CSR initiatives.
3. Comprehensive GHG Emissions Accounting: PIL may plan to broaden its greenhouse gas emissions inventory by including all categories of indirect emissions (Scope 3), in accordance with ISO 14064-1, to ensure more comprehensive climate impact reporting. Further PIL may strengthen internal periodic reviews focused on ESG data.

Conflict of Interest

In the context of BRSR requirements set by SEBI, addressing conflict of interest is crucial to maintain high integrity and independence of assurance engagements. As per SEBI guidelines, assurance providers need to disclose any potential conflict of interest that could compromise the independence or neutrality of their assessments. TUVI diligently identifies any relationships, affiliations, or financial interests that could potentially cause conflict of interest. We proactively implement measures to mitigate or manage these conflicts, ensuring independence and impartiality in our assurance engagements. We provide clear and transparent disclosures about any identified conflicts of interest in our assurance statement. We recognize that failure to address conflict of interest adequately could undermine the credibility of the assurance process and the reliability of the reported information. Therefore, we strictly adhere to SEBI guidelines and take necessary measures to avoid, disclose, or mitigate conflicts of interest effectively.

Our Conclusion

In our opinion, based on the scope of this assurance engagement, the disclosures related to the BRSR Core Key Performance Indicators (KPIs) presented in the Integrated report, disclosures on ESG performance forming part of its Integrated Annual Report along with the referenced supporting information, provide a fair representation of the nine attributes as per Annexure I, material topics, related strategies and meet the content and quality requirements outlined in the BRSR framework and GRI Standards. PIL appropriately discloses the KPIs and actions that focus on value creation over the short, medium, and long term. The KPIs selected and disclosed by PIL are fairly represented,

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Competency and Independence: TUVI confirms its competence to conduct this assurance engagement in accordance with SEBI guidelines. Our assurance team possesses the necessary expertise in ESG verification, assurance methodologies, and applicable regulatory frameworks. We uphold strict independence, apply robust assurance methodologies, and continuously improve our processes to deliver reliable and credible assessments.

Disclosures: TUVI is of the opinion that the reported disclosures comply with the requirements of the BRSR and meet the GRI Standards reporting requirements. PIL's general disclosures provide appropriate contextual information about the organization, while the Management & Process Disclosures adequately describe the management approach for each indicator in Section A and B, covering all nine BRSR principles, including Essential and Leadership Indicators and the nine attributes as per Annexure I – Format of BRSR Core.

Limited Assurance Conclusion: Based on the procedures performed, nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement was not prepared, in all material respects, in accordance with the applicable reporting criteria. TUVI found the information to be reliable across all principles with respect to the BRSR and with reference to GRI 2021 reporting criteria.

Reasonable Assurance Conclusion: In our opinion, based on the scope of this assurance engagement, the disclosures on BRSR Core KPI described in the BRSR Report along with the referenced information provides a fair representation of the nine attributes, and meets the content and quality requirements of the BRSR. TUVI confirms its competency to conduct the assurance engagement for the BRSR as per SEBI guidelines. Our Team possesses expertise in ESG verification, assurance methodologies and regulatory frameworks. We ensure independence, employ robust methodologies and maintain continuous improvement to deliver reliable assessment.

Evaluation of BRSR Reporting Principles

- i. **Governance, Leadership, and Oversight:** The Integrated Annual Report appropriately discloses messages from top management, the business model aimed at promoting inclusive growth and equitable development, along with related actions and strategies. It highlights PIL's focus on services, risk management practices, environmental protection and restoration efforts, and organizational priorities.
- ii. **Connectivity of Information:** PIL discloses the nine BRSR principles covering both Essential and Leadership Indicators and the nine attributes as per Annexure I – Format of BRSR Core. The Integrated Annual Report effectively demonstrates the inter-relatedness and dependencies of these principles with factors influencing the organization's ability to create value over time.
- iii. **Stakeholder Responsiveness:** Stakeholder identification and engagement has been carried out by PIL on a periodic basis to bring out key stakeholder concerns as material topics of significant stakeholders. The Integrated Annual Report details mechanisms for engaging key stakeholders to identify major concerns and to derive and prioritize short, medium and long-term strategies. It provides valuable insights into the nature and quality of PIL's relationships with its stakeholders and fairly represents how the organization understands, considers, and responds to their legitimate needs and interests. In our view the Integrated Annual Report meets the requirements.
- iv. **Materiality:** The materiality assessment process has been carried out, based on the requirements of the GRI Standards, considering topics that are internal and external to the PIL's range of businesses. Material issues related to the nine attributes and corresponding KPIs, as required by the BRSR framework, are adequately identified and reported in the Integrated Annual Report. In our view, the Integrated Annual Report meets the requirements.
- v. **Conciseness:** The Integrated Annual Report communicates the required information clearly and succinctly, using brief and to-the-point sentences. Effective use of graphs, pictorials, and tabular representations enhances clarity while maintaining the continuity of information flow throughout the report.
- vi. **Reliability and Completeness:** PIL has established robust internal systems for data aggregation and evaluation. The Integrated Annual Report has disclosed the selected non-financial KPIs, as per the BRSR framework and GRI Standards. TUVI's assurance team verified the data as per the agreed scope of work and found it to be accurate. The information is reported transparently, neutrally, and free of material error.
- vii. **Consistency and Comparability:** Information in the BRSR is presented on an annual basis and was found to be reliable and complete. This supports adherence to the principles of consistency and comparability in reporting.
- viii. **Impact:** PIL communicates its ESG performance through regular, transparent internal and external reporting throughout the year, aligned with BRSR, GRI as part of its policy framework that include POSH, ESG, Code of Conduct Policy, Whistle Blower Policy etc. PIL reports on ESG performance to Board of Directors, who oversees and monitors the implementation and performance of objectives, as well as progress against goals and targets for addressing ESG related issues. PIL completed the process of establishing contemporary goals and targets against which performance will be monitored and disclosed periodically.

Reporting Principles for defining report quality: The mainstream of the data and information was verified by TUVI's assurance team as per the agreed scope of work as defined above and found to be accurate. The disclosures related to ESG issues and performances are reported in a balanced manner and are clear in terms of content and presentation. In our view, the Integrated Annual Report meets the requirements.

Independence and Code of Conduct: TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. We recognize the importance of maintaining independence in our engagements and actively manage threats such as self-interest, self-review, advocacy, and familiarity. The assessment team was safeguarded from any type of intimidation. By adhering to these principles, we uphold the trust and confidence of our clients and stakeholders. In line with the requirements of the SEBI [circular](http://www.sebi.org/circulars/HO/CFD/CFD-SEC-2/P/CIR/2023/122_dated_12/07/2023_and_Industry_Standards_on_Reporting_of_BRSR_Core_circular) [SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023 and Industry Standards on Reporting of BRSR Core, circular](http://www.sebi.org/circulars/HO/CFD/CFD-SEC-2/P/CIR/2023/122_dated_12/07/2023_and_Industry_Standards_on_Reporting_of_BRSR_Core_circular)

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SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024. TUVI solely focuses on delivering verification and assurance services and does not engage in the sale of service or the provision of any non-audit/non-assurance services, including consulting.

Quality control: The assurance team complies with quality control standards, ensuring that the engagement partner possesses requisite expertise and the assigned team collectively has the necessary competence to perform engagements in reference with standards and regulations. Assurance team follows the fundamental principles of integrity, objectivity, professional competence, due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Independence and Impartiality Statement

TUVI is an independent and neutral third-party provider of ESG assurance services, supported by a team of qualified environmental and social specialists. We affirm our independence and impartiality in conducting this assurance engagement and confirm that there is no conflict of interest with PIL. During the reporting period, TUVI did not undertake any assignments with PIL that could compromise the integrity, independence, or objectivity of our findings, conclusions, or observations. TUVI was not involved in the preparation of any content or data presented in the BRSR, other than this assurance statement. Throughout the assurance process, TUVI remained fully impartial and objective, including during all interviews conducted as part of the engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar
Product Head – Sustainability Assurance Service
TUV India Private Limited



Date: 06/05/2025
Place: Mumbai, India
Project Reference No: 8123777534