Annexure - F to the Board's Report

Business Responsibility & Sustainability Report (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L21019WB1981PLC034161
2.	Name of the Listed Entity	Emami Paper Mills Limited
3.	Year of incorporation	1981
4.	Registered office address	687, Anandapur, 1st Floor, E. M. Bypass, Kolkata - 700107
5.	Corporate address	687, Anandapur, 1st Floor, E. M. Bypass, Kolkata - 700107
6.	E-mail	investor.relations@emamipaper.com
7.	Telephone	033-6613-6264
8.	Website	www.emamipaper.com
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	The National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital	Equity Share Capital – ₹12.10 crores Non-Convertible Non-Cumulative Redeemable Preference Shares (NCRPS) – ₹35 crores Optionally Convertible Non-Cumulative Redeemable Preference Shares – ₹18.75 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sumit Jaiswal, Company Secretary Contact No. 033-6613-6264 Email: investor.relations@emamipaper.com
13.	Reporting boundary	Standalone Basis
14.	Whether the Company has undertaken reasonable assurance of the BRSR Core?	Not Applicable
15.	Name of assurance provider	Not Applicable
16.	Type of assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing paper and paperboard	Manufacturing and Selling Multilayer Coated Paperboard, Newsprint, Writing & Printing paper and Specialty paper	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Multilayer Coated Paperboard, Newsprint, Writing & Printing Paper and Specialty Paper	1701	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	4	5
International	-	-	-

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	26
International (No. of Countries)	14

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

Emami Paper Mills Limited export business presently contributes around 5% of the overall turnover. Currently, the company supplies paper and paperboards to 14 countries worldwide and continues to invest in human resources, products and channels for growth in export business.

c. A brief on types of customers

Emami Paper Mills Limited serves a diversified B2B customer base comprising packaging converters and processors, food and pharmaceutical product companies, publishers, educational institutions, commercial printers, media houses, and a growing set of international clients, supported by its extensive pan-India distribution network and export presence.

IV. Employees

21. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	686	668	97.38%	18	2.62%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**686**	**668**	**97.38%**	**18**	**2.62%**
	WORKERS					
4.	Permanent (F)	373	373	100%	-	-
5.	Other than Permanent (G)	1,816	1,816	100%	-	-
6.	**Total workers (F + G)**	**2,189**	**2,189**	**100%**	**-**	**-**

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	**-**	**-**	**-**	**-**	**-**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	**-**	**-**	**-**	**-**	**-**

22. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	2	20%
Key Management Personnel (including Whole-time Directors)	5	-	-

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.55%	0.58%	9.13%	5.04%	0.00%	5.04%	9.68%	-	9.68%
Permanent Workers	0.53%	-	0.53%	0.77%	-	0.77%	0.98%	-	0.98%

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

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

S. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
The Company does not have any Subsidiary or Joint Venture or Associate Company				

VI. CSR Details

25. (i) **Whether CSR is applicable as per Section 135 of Companies Act, 2013:** (Yes/No) - Yes

(ii) **Turnover (in ₹):** 1,907.23 crores

(iii) **Net worth (in ₹):** 575.31 crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Company has a structured process to understand and address the concerns of the communities. The CSR team interacts with the Community Leaders to understand their concerns.	NIL	NIL	NA	NIL	NIL	NA

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 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes, the Company has engaged the services of a Registrar & Share Transfer Agent (RTA), registered with the SEBI as a Share Transfer Agent. The RTA has effective systems and processes in place to guarantee timely resolution of any investor grievances. Link https://emamipaper.com/wp-content/uploads/2025/11/rta_website.pdf As per SEBI Listing Regulations, we have designated email ID i.e. investor.relations@emamipaper.com	NIL	NIL	NA	NIL	NIL	NA
Shareholders		NIL	NIL	NA	1	NIL	The complaint received during the year was resolved and closed.
Employees and workers	Yes, the Company has a Vigil Mechanism and Whistle Blower Policy. Link: https://emamipaper.com/wp-content/uploads/2025/11/epml_vigil_mechanism_policy_13022025.pdf. Additionally, employees can raise grievances through "Sparsh", an internal HR portal.	1	NIL	Complaints were received through the Sparsh portal and resolved. No complaints were received under the Whistle Blower mechanism during the reporting period.	3	NIL	Complaints were received through the Sparsh portal and resolved. No complaints were received under the Whistle Blower mechanism during the reporting period.
Customers	Yes, there is a structured process to continuously gather feedback and address the customers' concerns. The same is covered in contracts/arrangements entered with dealers/Agents of the Company. A dedicated team is in place to understand and resolve any product related query/grievance. Link: www.emamipaper.com	257	NIL	All complaints have been resolved for FY 2025-26	332	NIL	All complaints have been resolved for FY 2024-25
Value Chain Partners	Yes, there is a structured process to continuously gather feedback and address the value chain partners concerns. Link: www.emamipaper.com	NIL	NIL	NA	NIL	NIL	NA

Emami Paper has a robust grievance redressal and whistleblower mechanism, and complaints are handled through the relevant committees with regular reporting and review. The Company also maintains a structured process for community concerns and stakeholder feedback, with no complaints from communities for 2025-26.

The Company places strong emphasis on customer service, customer satisfaction and prompt complaint redressal, supported by a structured grievance mechanism and a commitment to transparent and responsible business conduct.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Low-cost import competition	Risk	Cheap imports from China and ASEAN put pressure on domestic prices and margins.	Compete through quality differentiation, focus on specification-driven customers, and pursue trade remedy support through industry associations.	Negative Implication
2	Raw material availability and price risk	Risk	Pulp, wastepaper, chemicals and packaging inputs are exposed to global commodity and domestic price volatility.	Maintain diversified long-term supplier relationships, use term contracts and selective spot purchases based on market conditions.	Negative Implication
3	Currency risk	Risk	USD-linked imports create a mismatch against INR revenues. Rupee depreciation increases landed input cost.	Hedge foreign currency exposure through forward contracts and other approved instruments under the treasury policy.	Negative Implication
4	Regulatory and environmental compliance burden	Risk	Compliance with effluent, EPR, ZLD and environmental norms require continuous investment.	Maintain a dedicated compliance team, internal audit review, and strong management systems aligned with relevant certifications.	Negative Implication
5	Water management and water availability	Risk	Water is a critical input for paper manufacturing, and scarcity, cost escalation, or regulatory restrictions can affect operations, production stability and compliance.	Improve water recycling and reuse, optimize process water consumption, strengthen rainwater harvesting and develop multiple water sources.	Negative Implication

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Cybersecurity risk	Risk	Digital manufacturing systems and ERP platforms increase exposure to cyber threats and operational disruption.	Maintain IT security controls, role-based access, firewalls, endpoint protection and periodic audits.	Negative Implication
7	Digital substitution in writing and printing paper	Risk	Digital media, e-governance and online education reduce long-term demand for W&P grades.	Rebalance product mix toward packaging board and specialty papers with stronger growth prospects.	Negative Implication
8	Talent Management, Attraction, Retention	Opportunity	1. Continuous skill enhancement through structured & on job training and development programs. 2. Strengthening multi-functional capabilities through planned job rotations. 3. Aligning the right talent with critical positions through effective competency mapping.	Appropriate talent are aligned with long term organization goal which help in succession planning	Positive Implication
9	Newsprint imports substitution window	Opportunity	Global capacity closures and freight disruptions create an opening for domestic producers.	Capture near-to-medium term demand through domestic supply reliability and customer relationships.	Positive Implication
10	Plastic ban and sustainability tailwinds	Opportunity	Single-use plastic restrictions and EPR are shifting packaging demand toward paper-based alternatives.	Expand packaging board portfolio and align offerings with sustainable packaging needs.	Positive Implication
11	Specialty paper expansion	Opportunity	Specialty papers such as OGR and pharma insert paper offer better margins and lower competitive intensity.	Scale specialty capacity and target niche, export-capable segments.	Positive Implication

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the following nine principles prescribed under National Guidelines on Responsible Business Conduct (NGRBC):

Principle 1	Business should conduct and govern themselves with Ethics, Transparency and Accountability
Principle 2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
Principle 3	Businesses should promote the wellbeing of all employees
Principle 4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
Principle 5	Businesses should respect and promote human rights
Principle 6	Business should respect, protect, and make efforts to restore the environment
Principle 7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
Principle 8	Businesses should support inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their customers and consumers in a responsible manner

Policy and management processes

S. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	All statutory policies are approved by the Board of Directors upon recommendation of the Board Committees (as applicable). All other policies are approved by the Whole-time Director & CEO. All policies are available at https://emamipaper.com/investors/								
2.	**Whether the entity has translated the policy into procedures. (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	**Do the enlisted policies extend to your value chain partners? (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	**Name of the national and international codes/ certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	1. ISO 45001:2018 - Occupational Health & Safety Management System 2. ISO 14001:2015 - Environment Management System 3. ISO 9001:2015 - Quality Management System 4. Great Place to Work Certified 5. Book Chain Project Certification 6. USFDA Certificate of Conformity 7. BIS Certification IS 1848 (Part 1) 2018 (Writing & Printing paper) 8. BIS certification IS14490:2018 (Plain Copier Paper - Specification) 9. BIS certification IS16894:2024 Coated Folding Box Board Certificate 10. FSC certification (License Code C128183)								
5.	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	At Emami Paper Mills Limited, we prioritizes investments in Environment, Social and Governance (ESG) strengthening holistic business growth, quality and sustainability. The details are given under each of the principles. The long-term sustainability goals and targets are set annually along with the action plan. The same are reviewed and approved by Senior Management.								
6.	**Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met**	The performance of entity against the established goals is satisfactory and is periodically reviewed by Senior Management during Business Review Meetings.								
7.	**Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the**	Emami Paper Mills Limited integrates Environmental, Social, and Governance (ESG) principles into its core business strategy. The Company continues to invest in low-carbon technologies, enhance resource efficiency, and minimize its environmental footprint. Through responsible manufacturing practices, robust governance frameworks, and a strong focus on sustainability, the Company remains committed to delivering long-term value to all stakeholders.								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	Mr. Sushil Kumar Khetan, Whole-time Director & CEO (DIN-00358577), under the guidance of the Board of Directors and various Committees, is responsible for implementation and oversight of the Business Responsibility Policies. He reports to the Board and updates them on the business performance review and ESG updates								
9.	**Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.**	Yes, Mr. Sushil Kumar Khetan, Whole-time Director & CEO is responsible for decision making on sustainability related issues.								

Governance, leadership and oversight

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Whole-time Director & CEO, in consultation with other Senior Management, reviews the Company's performance against the above policies									Half yearly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee/Board									Half yearly								

		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.**	Yes, the Policies/Codes and its implementation are regularly evaluated/ assessed by the Independent Internal, Statutory Auditors ISO Auditors, FSC Auditors and Certified Energy Auditors, as applicable. In addition, assessments are also undertaken by DNV-certified Internal ISO auditors and through internal energy audit mechanisms to ensure continual compliance and effectiveness.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 programs 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	4	Awareness programmes for the Board of Directors and Key Managerial Personnel (KMP) cover the Company's industry position, changes in the domestic and global business environment, key regulatory developments, environmental sustainability, social responsibility and corporate governance. Additionally, the Board and KMP are periodically provided with detailed information on business performance, new development initiatives and major events in the Company's operations. These updates strengthen informed decision-making, and oversight of compliance with the NGRBC.	100%
Key Managerial Personnel	4		100%
Employees other than BoD and KMPs	555	Health and Safety, POSH, Quality concepts, process trainings, the Code of Conduct, Artificial Intelligence and cybersecurity awareness programmes are conducted for employees across functions, fostering a culture of compliance and responsible behaviour and strengthening adherence to standard operating procedures and quality standards in day-to-day work.	98%
Workers	258	Health & Safety, quality concepts, process trainings, and the Code of Conduct are covered for workers, strengthening safe work practices, product quality, procedural discipline and ethical behavior on the shop floor.	95%

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	There were no material fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (either by the entity or by Directors/KMPs) to any regulators/law enforcement agencies/judicial institutions during the reporting period.				
Settlement					
Compounding fee					

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil			
Punishment				

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	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, Emami Paper Mills Limited has established robust policies and mechanisms to address issues related to ethics, bribery and corruption. The Company has implemented Vigil Mechanism and Whistleblower Policy to provide a secure channel for reporting any suspected misconduct or violation. The policy is available on the Company's website at https://emamipaper.com/wp-content/uploads/2025/11/epml_vigil_mechanism_policy_13022025.pdf

Further, the Company has adopted a comprehensive Code of Conduct that guide's ethical business behavior and compliance across all levels of the organization. The Code of Conduct is accessible on the Company's website at https://emamipaper.com/wp-content/uploads/2025/11/revised-code-of-conduct-sebi-lodr.pdf

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

Category	FY 2025-26	FY 2024-25
Director	Nil	Nil
KMPs		
Employees		
Workers		

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

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

Not Applicable

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

Category	FY 2025-26	FY 2024-25
Number of days of accounts payables	43 days	29 days

9. Openness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	10.16%	9.94%
	b. Number of trading houses where purchases are made from	398	271
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	71.62%	73.31%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	70%	68%
	b. Number of dealers/distributors to whom sales are made	62	52
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	67%	65%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.1%	0.1%
	b. Sales (Sales to related parties/Total Sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties/Total Investments made)	94%	100%

Leadership Indicators

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

Total number of awareness programs 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
45	Product Knowledge & its responsible use	100% Dealer and Customer
15	Environmental Sustainability, Health & Safety, Ethical Conduct	90% Supplier
13	Human rights, Fair Labour Practices, Environmental Sustainability, Health & Safety	100% Contractor and Contract Worker
4	Environmental Sustainability	90% Transporter

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

Yes. The Company has established a robust framework to identify, disclose, and manage conflicts of interest involving Board members and Senior Management. Individuals are required to make timely and full disclosures of any actual, potential, or perceived conflicts, including those arising from external roles or business relationships, and to recuse themselves from related deliberations and decisions in line with applicable laws and internal policies. Annual affirmations are obtained to ensure alignment with the Company's best interests, while any such conflicts are promptly reported to the Chairman of the Audit Committee and/ or the Board. Additionally, all related-party transactions undergo stringent internal reviews and statutory approvals to ensure transparency, fairness, and strong governance practices.

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	100%	100%	The Company's R&D expenditure is directed towards improving the environmental and social impacts of its products and processes, with focus areas including process efficiency, resource optimization, product quality enhancement and safer, more sustainable manufacturing practices.
Capex	16.85%	14.80%	This includes investments in effluent treatment infrastructure to strengthen wastewater management and compliance, renewable energy to reduce greenhouse gas emissions, and safety-related upgrades to improve safe access for inspection and maintenance, thereby enhancing both environmental performance and safety for social cause.

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

Yes. The Company follows sustainable sourcing practices and promotes circularity by using wastepaper as a key raw material, while sourcing virgin pulp and other inputs based on both quality and sustainability considerations. It has been procuring FSC-certified imported wood pulp since 2016 (License Code C128183) and also uses PEFC-certified pulp, reflecting its commitment to responsible forest management. Environment-friendly processes are supported through the use of ECF (Elemental Chlorine Free) pulp.

Additionally, the Company enhances its sustainability profile through initiatives such as a 7 MW group captive solar power plant and the use of UASBR gas and ETP sludge as supplementary fuel, while promoting local sourcing to reduce logistics-related emissions. It also encourages suppliers and business partners to align with its Sustainable Supply Chain Framework, with a strong emphasis on responsible sourcing practices.

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

61% of the Company's raw materials were sourced through sustainable sources during the reporting period.

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.

The Company has established a structured waste-management system to ensure that all end-of-life waste streams are safely recovered, reused, recycled or disposed of through authorized channels, in compliance with applicable environmental laws and regulatory requirements. The objective is to minimize environmental impact and maximize resource recovery through reuse and circularity wherever feasible.

(a) **Plastics, including packaging:** Plastic waste generated from packaging and related operations is segregated and disposed of through authorized agencies/cement plants as per applicable EPR and waste-management requirements.

(b) **E-waste:** E-waste is handed over to recyclers or dismantlers authorized by PCB for safe recycling and disposal in accordance with applicable e-waste rules.

(c) **Hazardous waste:** Hazardous waste is collected, stored and disposed of through authorized recyclers or treatment agencies in line with statutory requirements and approved waste-handling procedures.

(d) **Other waste:** Non-hazardous waste, including ETP sludge, fly ash and other process by-products, is reused or recovered wherever possible. Fly ash is supplied to brick manufacturing units, supporting circularity and reducing environmental impact; while ETP sludge is utilized as fuel in boilers or supplied to egg-tray/sludge tray manufacturers. Paper waste that is generated during the manufacturing and finishing stages is also reused back in Company's manufacturing process.

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. The Company is subject to Extended Producer Responsibility (EPR) for plastic packaging under the Plastic Waste Management Rules, 2016 (as amended). The Company is registered with the Central Pollution Control Board (CPCB) as an Importer (March 2023) and as a Brand Owner (January 2026) under the applicable EPR framework and it has complied with its EPR obligations by successfully meeting its prescribed EPR targets across all applicable plastic packaging categories during the reporting period. EPR obligations under the E Waste (Management) Rules are not applicable to the Company.

Leadership Indicators

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

Yes, all the products manufactured by the Company are completely biodegradable.

NIC code	Name of Product/ Service	% of total Turnover contributed	The boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in public domain (Yes/ No). If yes, provide the web link.
1701	Paperboard, Writing-Printing Paper, Newsprint and Specialty Papers	100%	The Company has Life Cycle Assessments (LCA) of its products to evaluate the impacts and Identify areas for improvement. LCA studies will continue to be used as a tool for assessing the environmental footprint of its products going forward.	No	No

2. If there are any significant social or environmental concerns and/or risks arising from the 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 the action taken to mitigate the same.

Name of the Product/ Service	Description of the risk/concern	Action taken
Paper and Paperboards	Sustainability of fibre and other raw material sourcing	61% of the Company's raw materials were sourced through sustainable sources. Procurement of certified raw materials (such as FSC/PEFC where applicable); use of recycled fiber to reduce dependence on virgin resources.
	Energy intensity and associated greenhouse gas emissions	Investments in solar power and the continuous adoption of energy-efficiency measures are key pillars of the Company's sustainability efforts. Its consistent outperformance of the notified specific energy consumption targets across all applicable PAT cycles is a testament to its sustained focus on energy efficiency.
	Generation of liquid effluent	Continuous upgradation and optimization of the Effluent Treatment Plant (ETP); strict adherence to WBPCB discharge standards; adoption of water conservation and recycling practices.

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

Input material	Recycled or reused input material to total material	
	FY 2025-26	FY 2024-25
Raw material	21%	22%

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely disposed	Re-Used	Recycled	Safely disposed
Plastic waste	-	-	2,389	-	-	2,276
E-waste	-	1.07	-	-	2.81	-
Hazardous waste	-	-	66.57	-	-	58.21
Fly ash and bottom ash	-	1,60,171	3,406	-	1,60,380	-

5. **Reclaimed products and their packaging materials (as a percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
	Not Applicable

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	%| (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	668	668	100%	668	100%	NA	NA	NA	NA	NA	NA
Female	18	18	100%	18	100%	18	100%	NA	NA	NA	NA
Total	**686**	**686**	**100%**	**686**	**100%**	**18**	**100%**	**NA**	**NA**	**NA**	**NA**
Other than Permanent employees											
Male											
Female						NA					
Total											

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	%| (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	373	373	100%	373	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**373**	**373**	**100%**	**373**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**
Other than Permanent workers											
Male	1,816	1,816	100%	1,816	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**1,816**	**1,816**	**100%**	**1,816**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.75%	0.74%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100%	100%	Y	100%	100%	Y
Gratuity*	100%	100%	NA	100%	100%	NA
ESI	100%	100%	Y	100%	100%	Y

*For the purpose of Gratuity, the Company has obtained a Policy from the Life Insurance Corporation of India.

3. **Accessibility of workplaces**

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

Yes, the premises and offices of Emami Paper Mills Limited are designed to be accessible to differently abled employees and workers.

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.**

The Company is committed to ensuring that existing employees and workers are treated fairly in an environment, which is free from any form of discrimination and is part of internal HR policy.

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

Gender	Permanent employees		Permanent employees	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	**100%**	**100%**	**NA**	**NA**

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

Yes. The Company has an established and accessible grievance redressal mechanism covering all categories of employees and workers, as under:

- Permanent Workers – Yes. Grievances can be raised through the Works Committee, supervisors and HR representatives, or via the internal Sparsh helpdesk (digital grievance portal). All cases are logged, reviewed and resolved within defined timelines, with escalation to senior management where required.
- Other than Permanent Workers – Yes. Contract and other non permanent workers may submit grievances through dedicated grievance boxes, their contractors, or the Sparsh helpdesk. Periodic meetings are conducted with contractors and HR to review and close pending issues.
- Permanent Employees – Yes. A structured grievance mechanism is available through the Sparsh helpdesk, direct access to HR, and a defined escalation matrix up to senior management. Complaints may be raised verbally or in writing and are handled confidentially.

- **Other than Permanent Employees** – Yes. Trainees, apprentices and other non permanent employees are covered under the same grievance framework and Sparsh helpdesk, with assurance of non retaliation and time bound resolution.

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	686	-	-	694	-	-
- Male	668	-	-	677	-	-
- Female	18	-	-	17	-	-
Total Permanent Workers	373	373	100%	381	381	100%
- Male	373	373	100%	381	381	100%
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No(F)	%(F/D)
Employees										
Male	668	190	28.44%	585	87.57%	677	145	21.42%	375	55.39%
Female	18	14	77.78%	10	55.56%	17	5	29.41%	12	70.59%
Total	**686**	**204**	**29.74%**	**595**	**86.73%**	**694**	**150**	**21.61%**	**387**	**55.76%**
Workers										
Male	373	85	22.79%	276	73.99%	381	37	9.71%	226	59.32%
Female	–	–	–	–	–	–	–	–	–	–
Total	**373**	**85**	**22.79%**	**276**	**73.99%**	**381**	**37**	**9.71%**	**226**	**59.32%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	%(D/C)
Employees						
Male	668	626	93.71%	677	621	91.73%
Female	18	15	83.33%	17	13	76.47%
Total	**686**	**641**	**93.44%**	**694**	**634**	**91.35%**
Workers						
Male	373	373	100%	381	381	100%
Female	–	–	–	–	–	–
Total	**373**	**373**	**100%**	**381**	**381**	**100%**

Rest of the employees were not eligible for performance appraisal as per HR policy of the Company.

10. Health and safety management system:

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

Yes, the Company maintains a safe and healthy workplace culture by enforcing rules and procedures that ensure a secure and incident-free working environment. Additionally, the Company has successfully implemented the Occupational Health & Safety Management System (OHSMS) under ISO 45001:2018, emphasizing its commitment to prioritizing employee well-being and effectively managing occupational health and safety. The OHSMS covers 100% of the workforce, including permanent and non permanent employees and workers, and is implemented across all operating locations. The Company maintains a well equipped Occupational Health Centre (OHC) that undertakes regular health check ups, wellness assessments and preventive health monitoring.

Key components of the Health & Safety Management System include:

- Regular plant safety inspections to identify hazards and mitigate risks.
- Structured accident reporting, investigation and corrective/preventive action protocols.
- Periodic testing and inspection of equipment, buildings and machinery to ensure statutory and safety compliance.
- Permit-to-Work: Formal written authorization for specific non routine work, including maintenance, issued only after safety risks are assessed, controls implemented and approvals obtained, clearly defining who will work, where, when and under what conditions.
- Lockout/Tagout: Procedure to isolate and secure all sources of hazardous energy (electrical, mechanical, hydraulic, pneumatic, thermal, etc.) before starting maintenance, keeping equipment de energised until work is safely completed and locks are removed.
- Inspection and certification of lifting appliances and tackles (cranes, wire ropes, lifting tools) as per applicable regulations.
- Ongoing Safety Training Programs and Awareness Campaigns conducted regularly for all workers and staff.
- Functional Safety Committees with representation from both management and workforce to review performance, address concerns and recommend improvements.
- Regular internal and external safety audits to assess compliance and drive continuous improvement

Through these integrated practices, the company ensures a culture of safety, prevention, and accountability, thereby strengthening operational excellence and workforce morale.

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

The Company has established structured and proactive framework to identify work-related hazards and assess risks associated with routine and non-routine activities. Key processes include:

- Safety audits, cross-functional inspections, and third-party audits for continuous monitoring and improvement of workplace safety standards.
- Implementation of Work Permit Systems and Standard Operating Procedures (SOPs) for safe execution of critical operational and maintenance activities.
- Spot Risk Assessment System and location-specific risk assessments prior to commencement of jobs to identify and mitigate potential hazards.
- Maintenance of an HSE Risk Register for systematic identification, evaluation, monitoring, and mitigation of operational risks.
- Near-miss reporting and incident investigation systems to identify root causes and implement corrective and preventive actions.

- Formation of Safety Sub-Committees to enhance employee participation, safety communication, and monitoring of departmental safety performance.
- Regular health, safety, and environmental evaluations in compliance with applicable statutory requirements.
- Periodic training, competency development programs, toolbox talks, and safety awareness sessions for employees and contract workers.
- Conducting mock drills and emergency preparedness exercises to strengthen response capabilities during emergencies.
- Continuous improvement initiatives based on audit findings, observations, expert recommendations, and employee feedback to enhance overall workplace safety and operational reliability.

Through these structured approaches, the Company fosters a safe, injury free and compliant workplace, while continually strengthening its occupational risk management practices in line with statutory requirements and prevailing industry best practices.

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

Yes. The Company has established structured systems for employees and workers to report work-related hazards and remove themselves from unsafe situations. Workers can raise concerns through supervisors, Sectional Heads/HODs, Safety Officers, Safety Sub Committees and defined workplace reporting channels, which provide both open door access and formal procedures for logging unsafe acts, unsafe conditions, near miss incidents and fire hazards. Standard Operating Procedures (SOPs) and Standard Maintenance Procedures (SMPs) require that hazards are recorded and addressed before work proceeds, particularly for critical and non routine activities.

Employees and workers are trained to recognize risks and are expressly empowered to stop work or remove themselves from potentially dangerous situations by following established safety and emergency protocols, without fear of retaliation. All reported hazards, near misses and suggestions are documented, reviewed in regular Safety Sub Committee meetings across shop floors and departments, and acted upon through corrective and preventive measures. Regular safety patrols, inspections, toolbox talks and training programmes reinforce risk awareness and support a proactive reporting culture, complemented by recognition of good safety behavior (such as “Best Safety Person” awards) to encourage continuous participation in hazard identification and risk reduction.

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

Yes. The Company provides non-occupational medical and healthcare services to employees through regular health check-ups, on-site medical facilities, ambulance services, ESI coverage, and health insurance support. Qualified medical professionals are available at the units to provide primary healthcare assistance, and employees are also referred to external medical facilities whenever required, with an ambulance facility maintained for prompt response to medical emergencies.

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

Safety/Incident Number	Category*	FY2025-26	FY2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one per million-person hours worked)	Employees	-	0.17
	Workers	-	0.51
Total recordable work-related injuries	Employees	2	1
	Workers	3	3
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including in the contract workforce

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

The Company is committed to maintaining a safe, healthy and risk free workplace, with a goal of achieving zero accidents. It is certified under ISO 45001:2018 and operates a robust Environment, Health and Safety (EHS) risk management framework to support this commitment.

Key initiatives undertaken by the Company include:

- Regular training for permanent workers, non-permanent workers and employees.
- Ongoing monitoring of safety performance by senior leadership through periodic reviews and discussions.
- Periodic toolbox talks, and mock drills to strengthen emergency preparedness and competency development.
- Monthly gate meetings addressed by the Unit Head to reinforce safety awareness and operational discipline.
- Strict compliance with statutory safety requirements and internal safety standards across all operations.
- Employee engagement, awareness, and participation programs conducted throughout the year.
- Monthly safety themes, safety campaigns, and reward programs to promote proactive safety culture.
- Empowering employees to report unsafe acts, unsafe conditions, near-miss incidents, and fire hazards.
- Strong focus on housekeeping, use of Personal Protective Equipment (PPE), risk assessments, spot risk assessment systems, and work permit systems.
- Regular cross-functional audits, third-party audits, and safety inspections for continuous improvement.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	1	NIL	Reported complaint was minor employee grievance received through the Sparsh portal and resolved.	3	NIL	Reported complaints were minor employee grievances received through the Sparsh portal and resolved.
Health & Safety	NIL	NIL	–	NIL	NIL	–

14. Assessments for the year:

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

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

The Company maintains a strong focus on continuous improvement in health and safety through regular audits, inspections, risk assessments, and monitoring of workplace conditions. Any identified gaps, unsafe conditions, near-miss incidents, or safety concerns promptly addressed through structured Corrective and Preventive Action (CAPA) mechanisms, with clear ownership and timelines for closure.

In case of any incident, cross-functional teams conduct detailed root cause analysis, and necessary corrective measures implemented to prevent recurrence. Key observations and learnings reviewed by senior management and discussed during Safety Committee meetings and daily production meetings for organization-wide awareness and improvement.

The progress and closure of all corrective actions are systematically monitored, reflecting the Company's commitment to a proactive safety culture and continuous organizational learning.

Leadership Indicators

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

(A) Employees (Y/N) - Y

(B) Workers (Y/N) - Y

The Company is committed to safeguarding the financial well-being of its employees and workers through health insurance coverage.

Employees: To cover medical expenses, permanent employees and their family members are enrolled under a Mediclaim policy providing health insurance benefits and accidental death policy, which compensate their family member in case of accidental death.

Workers (including contractual): Workers are covered under group insurance schemes and the Employees' State Insurance (ESI) scheme, which provides medical care and financial compensation to dependents in case of work-related death. The Company ensures all eligible contractual workers are enrolled under ESI through active coordination with contractors. The workers, which are not eligible to get coverage under ESI due to remuneration threshold, are well covered under a Mediclaim policy providing health insurance benefits. All workers are covered under accidental death policy, which compensates their family members in case of accidental death.

The Company regularly reviews and updates its insurance coverage and compensatory practices to align with evolving business needs and regulatory frameworks.

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

The Company has established a robust framework to ensure that all statutory liabilities, including contributions under the Employees' Provident Funds and Miscellaneous Provisions Act, Employees' State Insurance Act, Payment of Gratuity Act, Payment of Bonus Act and applicable labour welfare legislations, are correctly deducted and deposited by its value chain partners.

The Company conducts due diligence and ongoing monitoring to verify the timely deposit of statutory dues by vendors, contractors and other partners, and provides training and guidance to help them understand and fulfil their legal responsibilities. In case of any non compliance, Emami enforces appropriate corrective actions, thereby promoting transparency, accountability and adherence to statutory norms across its value chain.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employee	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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. The Company provides transition assistance programs to support continued employability and help employees manage career endings arising from retirement or separation. These may include financial planning guidance, post-retirement support, and reskilling or skill-development support where applicable, to ensure a smooth transition.

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done) that were assessed	
Health and safety practices Working Conditions	100%. In line with the Company's commitment to promoting sustainability across the value chain, the Company had identified and assessed critical supply chain partners. Upon entering into agreements/contracts, those value chain partners are required to affirm and guarantee their adherence to conducting business with honesty and integrity, treating all individuals with dignity and respect, ensuring health and safety standards, providing optimal working conditions, supporting communities, and complying with all the laws and regulations of the countries in which they operate.

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.

The Company ensures that all supply chain partners understand and formally acknowledge the Company's Code of Conduct, which is a mandatory requirement during the vendor registration and on boarding process. To further strengthen ESG awareness and compliance, training sessions were conducted for supply chain partners during the year, covering key Company policies including the Sustainable Supply Chain Policy, Sustainability Policy, Whistleblower Policy and Code of Conduct. The Company also collaborates closely with partners to share best practices, provide technical support, and foster a culture of continuous improvement in workplace safety and conditions. In instances where concerns, observations, or potential risks are identified — whether during formal assessments or through other interactions — the Company promptly initiates appropriate corrective and preventive actions to address them.

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

Essential Indicators

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

The Company follows a structured Stakeholder Engagement Policy to identify and prioritize key internal and external stakeholders across its operations. Stakeholder groups are mapped based on materiality and influence, with regular assessments to ensure relevance. Engagement mechanisms include surveys, site visits, community meetings, and dedicated communication channels. Insights gathered are used to align business strategies with stakeholder expectations, fostering transparency, mutual respect, and long-term value creation.

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

Stakeholder Group	Whether identified as vulnerable & Marginalized group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly/ quarterly/others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Annual performance reviews, One-to-one meetings/briefings, Team meetings, Circular, Notice Board, HRMS Platform	Continuous	To support appraisals and feedback, career management, safety culture, safe work practices, grievance handling and on-the-job training.
Shareholders	No	Annual General Meeting, Annual Reports, Stock Exchange, Website, E-mails, Newspaper Publications	Quarterly, Half Yearly, Annually, As and when required	To discuss financial performance, governance, strategic direction, and concerns relating to investments and returns.

Stakeholder Group	Whether identified as vulnerable & Marginalized group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly/ quarterly/others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors	No	Contractual meetings, Tender Quotations, E-mail, Relationship meetings	Continuous	Procurement coordination, quality standards, delivery schedules, and payment terms.
Customers	No	Email, Customer Visits, Website, Advertisements, Relationship Meetings, Reviews	Continuous	To understand customer expectations and address gaps, if any, in the Company's product offerings and new product development communication
Industry bodies	No	Conferences, Seminars, Meetings, Emails	As and when needed	Discussion on macro trends impacting the paper industry and action plan in response to macro-economic changes
Local Communities	Yes	Emails, CSR Team Meeting, Community Visits and Projects, Volunteerism, Meets of Community, Local Authorities, Town Councils, Location Heads	Continuous	Implementation of CSR programs, understand areas which need support, and other related initiatives.
Government Authorities and Regulatory Bodies	No	Meetings, Visits	Periodically, As and when required	To ensure compliance with applicable rules, regulations, and laws.
Academic Institution	No	Academic Interface, Plant Visits and Class Room Sessions	As and when needed	Knowledge sharing and enhancing awareness about paper, its eco-friendly benefits, and the paper manufacturing process

Leadership Indicators

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

   The Company has a structured stakeholder engagement framework covering shareholders, employees, customers, vendors, communities, regulators, and other value chain partners. Engagement is carried out through periodic and need-based interactions such as meetings, emails, visits, surveys, notices, and relationship-based discussions, and key concerns are escalated through the relevant functional heads and management committees to the Board or Board-level committees as applicable. Material stakeholder feedback on economic, environmental and social matters is reviewed by senior management and, where required, placed before the Board through periodic business, compliance, CSR, and sustainability reviews.

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

   Yes. Stakeholder consultation is used to identify and manage environmental and social topics. Inputs from stakeholders are incorporated into policies and activities through actions such as improved customer product offerings, enhanced safety and training programs for employees and workers, community engagement on environmental concerns, and stronger compliance and sustainability practices. The Company also uses feedback from regulators, local communities, and supply chain partners to strengthen its environmental controls, social initiatives, and operational policies.

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

The Company engages with vulnerable and marginalized groups in nearby communities through regular field-level interactions and consultations to understand concerns relating to education, healthcare, livelihood generation, youth development and community welfare. Based on the needs identified, the Company has undertaken focused interventions in the following areas:

- **Education:** The Company supported Remuna Degree College through construction of the second floor, open auditorium, girls' common room, library facility, computer lab and modern science lab, besides supporting a Computer Training Academy for local youth.
- **Women Empowerment and Livelihoods:** Implementation of livelihood-oriented programmes such as tailoring training, mushroom cultivation, and sanitary napkin manufacturing to support income generation and self-reliance among women.
- **Health and Youth Empowerment:** Support for health camps in surrounding villages and promotion of youth development through a Sports Academy for athletics and recruitment training in paramilitary forces in association with Remuna Degree College.
- **Community and Spiritual Well-being:** The Shree Jagannath Temple developed by the Company has emerged as a place of worship and social gathering, strengthening community bonding, shared values and social cohesion among employees, families and surrounding communities.

These initiatives reflect the Company's commitment to inclusive growth and responsive engagement with underserved and vulnerable sections of society.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	686	686	100%	694	694	100%
Other than permanent	-	-	-	-	-	-
Total Employees	**686**	**686**	**100%**	**694**	**694**	**100%**
Workers						
Permanent	373	373	100%	381	381	100%
Other than permanent	1,816	1,816	100%	1,819	1,819	100%
Total Workers	**2,189**	**2,189**	**100%**	**2,200**	**2,200**	**100%**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	686	-	-	686	100%	694	-	-	694	100%
Male	668	-	-	668	100%	677	-	-	677	100%
Female	18	-	-	18	100%	17	-	-	17	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	373	-	-	373	100%	381	-	-	381	100%
Male	373	-	-	373	100%	381	-	-	381	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	1,816	245	13.49%	1,571	86.51%	1,811	342	18.88%	1,469	81.12%
Male	1,816	245	13.49%	1,571	86.51%	1,811	342	18.88%	1,469	81.12%
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD) (only Whole-time Directors)	3	4,68,30,960	-	-
Key Managerial Personnel (KMP)*	2	55,13,479	-	-
Employees other than BoD and KMP	663	4,89,972	18	5,63,521
Workers	373	3,82,004	-	-

* KMP does not include those who are already reported under the BOD category.

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

Safety/Incident Number	FY2025-26	FY2024-25
Gross wages paid to females as % of total wages	1.42%	0.94%

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

Yes, the company has a designated committee responsible for overseeing human rights matters. This team ensures implementation of human rights policies, monitors compliance, and addresses related issues promptly, reinforcing the Company's commitment to ethical and responsible business conduct. The company enables its employees and workers to approach the Works Committee, Safety Committee, and POSH Committee. These committees serve as avenues for employees and workers to voice their concerns and seek appropriate resolutions.

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

The Company has established structured internal mechanisms to address grievances relating to human rights and workplace conduct through its Works Committee, Grievance Committee, and POSH Committee. These forums enable employees and workers to raise concerns pertaining to fairness, dignity, harassment, and other related matters. All complaints are handled through fair, timely and confidential procedures, with clear processes for investigation, resolution and communication of outcomes, while ensuring protection against retaliation. The Company remains committed to upholding human rights standards and promoting a safe, inclusive, and accountable workplace for all.

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

Benefits	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil			Nil		
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

Category	FY2025-26	FY2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers		
Complaints on POSH upheld		

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

The Company enforces a zero-tolerance policy towards discrimination and harassment, supported by a robust grievance redressal system and an active POSH Committee for gender-related concerns. The Company ensures confidentiality, fair treatment, and protection against retaliation, fostering a safe, inclusive, and transparent workplace.

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

Yes. Human rights considerations are embedded in the Company's business agreements and contractual obligations. The Company is committed to fostering a workplace environment that upholds universally accepted human rights standards. The Company promotes adherence to applicable laws and ESG standards across its value chain, reinforcing its commitment to responsible and ethical business practices.

This commitment is reinforced through regular awareness initiatives and periodic assessments conducted across its manufacturing locations, ensuring adherence to human rights principles in both operations and stakeholder engagements.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	The Company undertakes an internal assessment through its HR and IR functions.
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

The Company has taken preventive measures to strengthen workplace safety, including upgrades to equipment, periodic audits, focused training programs, a structured reporting mechanism, and inputs from external experts to support ongoing improvement in safety and compliance. No significant risks were identified during the assessments.

Leadership Indicators

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

The Company has systems and processes in place to review human rights-related grievances through its internal committees. While no human rights grievances have been reported to date, the Company maintains robust preventive mechanisms to uphold employee welfare, workplace dignity and responsible conduct. Where required, the Company strengthens workplace practices, grievance handling processes, awareness programs and compliance controls as part of its commitment to continuous improvement and a respectful work environment.

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

While no standalone human rights due diligence has been conducted, the Company conducts human rights due diligence across its operations, covering employees, workers and relevant workplace practices, with focus on non-discrimination, harassment prevention, occupational health and safety, grievance redressal and ethical conduct. The process is supported by periodic internal reviews, awareness programs and compliance monitoring, and is used to identify areas requiring improvement. Regulatory oversight also supports adherence to applicable human rights laws across plant and office locations. The Company remains committed to conducting formal due diligence as required in the future.

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?

The Company's premises/offices are designed to be accessible to differently abled visitors to the extent required under applicable provisions of the Rights of Persons with Disabilities Act, 2016 and conducts ongoing reviews of its infrastructure to ensure compliance with the Rights of Persons with Disabilities Act, 2016, and to promote inclusivity.

4. Details on assessment of value chain partners:

	% of value chain partners(by value of business done with such partners) that were assessed
Child labour	Currently, this is not being separately assessed. However, the Company's policies cover many of these aspects, reinforcing its commitment to responsible sourcing, ethical conduct and alignment with expected business practices across the value chain.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

Not Applicable

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	FY2025-26	FY2024-25
From Renewable sources*		
Total electricity consumption (A) (In TJ)	8.45	0.25
Total fuel consumption (B) (In TJ)	68.86	114.01
Energy consumption through other sources (C) (In TJ)	-	-
Total energy consumed from renewable sources (A+B+C)	**77.31**	**114.26**
From non-renewable sources		
Total electricity consumption (D) in TJ	129.20	124.40
Total fuel consumption (E) in TJ	3,749	3,761
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F) in TJ	**3,878.20**	**3,885.40**
Total energy consumed (A+B+C+D+E+F) in TJ	**3,955.51**	**3,999.66**
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) in TJ/Rupees	0.00000020740	0.00000020744
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP), TJ/millions of USDs (Total energy consumed/Revenue from operations adjusted for PPP)	4.24	4.28
Energy intensity in terms of physical Output TJ/Ton	0.01308	0.01293
Energy intensity (optional) – the relevant metric may be selected by the entity GJ/Ton	13.08	12.93

The revenue from operations for 2025-26 has been adjusted by latest IMF PPP conversion rate (20.343), accessed at https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/IND on May 21, 2026.

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, BEE accredited Energy Auditor, M/s. A-Z Energy Engineers Pvt Ltd conducts the mandatory energy audit as per guidelines of Bureau of Energy Efficiency in prescribed interval.

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.

Yes, the Company has participated in PAT Cycle – I, II and VII. The achievements against target are tabulated hereunder: -

	Target (TOE/Ton)	Achieved (TOE/Ton)
PAT Cycle – I	0.528	0.462
PAT Cycle – II	0.419	0.370
PAT Cycle – VII	0.304	0.274

3. Provide details of the following disclosures related to water, in the following format: Water withdrawal by source (in kiloliters)

Parameter	FY2025-26	FY2024-25
(i) Surface water	-	-
(ii) Groundwater	32,92,502	33,65,359
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**32,92,502**	**33,65,359**
Total volume of water consumption (in kilolitres)	**32,92,502**	**33,65,359**
Water intensity per rupee of turnover (Total water consumption/Revenue from operations) in KL/Rupee	0.000172633	0.0001745483
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP), (Total water consumption/Revenue from operations adjusted for PPP) in KL/millions of USD	3,511.36	3,598.77
Water intensity in terms of physical Output KL/Ton	10.89	10.88

The revenue from operations for 2025-26 has been adjusted by latest IMF PPP conversion rate (20.343), accessed at https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/IND on May 21, 2026.

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, M/s. Ecoimage Systems Pvt. Ltd. conducted a detailed study on groundwater levels in and around Balgopalpur village, while M/s Ground Water Consultancy Services conducted a dedicated study on the potential impact of Company's operations on local groundwater resources.

4. Provide the following details related to water discharged:

Parameter	FY2025-26	FY2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	9,56,771	8,90,823
-No treatment	-	-
-With treatment –Level of Treatment: Primary, Secondary & Tertiary	9,56,771	8,90,823
(ii) To Groundwater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties – To farmers for cultivation purposes	10,85,821	11,33,215
-No treatment	-	-
-With treatment – Level of treatment: Primary, Secondary & Tertiary	10,85,821	11,33,215
(v) Others		
-No treatment	-	-
-With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	**20,42,592**	**20,24,038**

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, NABL accredited laboratory M/s My World Consultancy Services Pvt. Ltd. Cuttack, Odisha conducted an assessment and evaluation of wastewater quality in November 2025, the reported parameters meet all prescribed norms. Additionally, Online Effluent Quality and Flow Monitoring System is installed, which is connected to the servers of the Pollution Control Board (PCB), to transmit real time data of volume and quality of discharged water to PCB for their monitoring and feedback.

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

The Company operates at or near the minimum achievable levels of water discharge, reflecting the outcome of a sustained multi-year strategic transformation from basic conservation measures to an integrated recycling and reuse framework.

Achieving absolute Zero Liquid Discharge (ZLD) in paper manufacturing represents an advanced stage of water stewardship, requiring the deployment of sophisticated membrane-based technologies to treat and recycle process water to reusable standards. However, the significant capital and operating costs associated with such technologies presently limit their commercial feasibility at scale.

The Company continues to monitor advancements in treatment technologies and energy efficiency, which are progressively improving their techno-economic viability. While these developments hold future potential, the achievement of absolute ZLD for large-scale paper mills remains technically complex and economically challenging at present.

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

Parameter	Please specify unit	FY2025-26	FY2024-25
NOx	Kg of product	0.20	0.16
SOx	Kg of product	2.06	1.27
Particulate matter (PM)	Kg of product	0.96	0.65
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	Tonnes/Year	-	-
Others –please specify	NA	-	-

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, NABL accredited laboratory M/s My World Consultancy Services Pvt. Ltd. Cuttack, Odisha conducted an assessment and evaluation of Ambient Air Quality, Fugitive Emission and Stack Emission in November 2025, the reported parameters meet all prescribed norms. Additionally, the gaseous parameters (NOx, SOx & PM) concentrations were monitored through CEMS (Continuous Emission Monitoring System) and real-time data is transmitted to the servers of SPCB and CPCB continuous monitoring and feedback.

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

Parameter	Unit	FY2025-26	FY2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tons of CO2 equivalent	3,85,535	3,87,936
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tons of CO2 equivalent	27,227	24,655
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Ton/Rupee of Revenue from operations	0.0000216	0.0000214
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric Tons of CO2 Equivalent/revenue from operations adjusted for PPP (Ton/millions of USDs)	440.20	436.98
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric Tons of CO2 Equivalent/Ton of product	1.36	1.33

The revenue from operations for 2025-26 has been adjusted by latest IMF PPP conversion rate (20.343), accessed at https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/IND on May 21, 2026.

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, NABL accredited laboratory M/s My World Consultancy Services Pvt. Ltd. Cuttack, Odisha conducted an assessment and evaluation of Ambient Air Quality, Fugitive Emission and Stack Emission in November 2025, the reported parameters meet all prescribed norms. Additionally, the gaseous parameters (NOx, SOx & PM) concentrations were monitored through CEMS (Continuous Emission Monitoring System) and real-time data is transmitted to the servers of SPCB and CPCB for continuous monitoring and feedback.

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

Yes. The Company has implemented initiatives to reduce greenhouse gas emissions, including the commissioning of a 7 MW solar power plant under the Group Captive model, using biogas generated from the UASBR in the Power Plant to reduce fossil fuel consumption, and progressively transitioning its heavy vehicle fleet to electric vehicle (EVs) where operationally feasible. The Company has also improved energy performance under the PAT Scheme, as reflected in PAT Cycle I, II and VII achievements. These initiatives form part of the Company's ongoing efforts to reduce specific energy consumption, lower emissions and strengthen environmental sustainability.

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

Parameter	FY2025-26	FY2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	2389	2276
E-waste (B)	1.07	2.81
Bio-medical waste **(C)**	0.020	0.247
Construction and demolition waste **(D)**	----	---
Battery waste **(E)**	5.27	3.02
Radioactive waste **(F)**	----	---
Other Hazardous waste. Please specify, if any. **(G)**	66.57	58.21
a) Used Oil	5.62	11.50
b) Spent Resin	0	0
c) Waste containing Oil	1.55	2.21
d) Empty container/liners	59.40	44.50
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,74,881	1,71,990
a) Fly Ash	1,53,814	1,52,098
b) Bottom Ash	9,763	8,282
c) ETP Sludge	11,304	11,610
Total (A+B + C + D + E + F + G+ H)	**1,77,342.930**	**1,74,330.287**

Parameter	FY2025-26	FY2024-25
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) in MT/Rupee	0.000009298	0.000009042
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP), MT/million USD (Total waste generated/Revenue from operations adjusted for PPP)	189.13	184.10
Waste intensity in terms of physical output Kg/T of product	586.367	556.584
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		

Parameter	FY2025-26	FY2024-25
(i) Recycled	-	-
(ii) Re-used	11,303.50	11,610.00
(iii) Other recovery operations	-	-
Total	**11,303.50**	**11,610.00**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2,390.55	2,278.20
(ii) Landfilling in low land area	3,406.00	-
(iii) Other disposal operations	1,60,242.38	1,60,442.00
Total	**1,66,038.93**	**1,62,720.20**

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

1. A yearly hazardous waste audit is conducted by an ISO 14001 certified and approved third party agency. The audit report is submitted to the Board office of the OSPCB in Bhubaneswar.
2. An annual compliance audit for ash disposal is carried out by a professor from IIT Bhubaneswar.
3. NABL accredited laboratory M/s My World Consultancy Services Pvt. Ltd. Cuttack, Odisha conducted an assessment and evaluation of primary and secondary sludge in November 2025

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

The Company has established a structured waste-management system to ensure that all waste streams generated across its operations are safely recovered, reused, recycled, or disposed of through authorized channels in compliance with applicable environmental laws and regulatory requirements. The objective is to minimize environmental impact and maximize resource recovery through reuse and circularity wherever feasible.

- E-waste is handed over to CPCB/SPCB-authorized recyclers or dismantlers for safe recycling and disposal in accordance with applicable e-waste rules.
- Used lead-acid batteries are disposed of based on buyback policy.
- Plastic waste, including packaging waste, is segregated and disposed of through authorized agencies or cement plants in line with applicable EPR and waste-management requirements.
- Hazardous waste, including used oil and other process residues, is collected, stored, and disposed of through authorized recyclers or treatment agencies as per statutory requirements and approved waste-handling procedures.
- Non-hazardous waste is reused or recovered wherever possible.
    - Fly ash and bottom ash are supplied to brick manufacturing units and for filling low-lying area, supporting circularity and reducing environmental impact.
    - ETP sludge is utilized as fuel in boilers or supplied to egg-tray and sludge-tray manufacturers.

The Company's strategy is to continuously reduce hazardous and toxic chemical usage by identifying safer alternatives, optimizing process chemistry, and improving control at source. This is supported by tighter process monitoring, better segregation and handling practices, and regular review of waste and chemical management procedures to minimize generation of hazardous residues and environmental impact.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forestscoastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

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

Not Applicable. No operations/offices were established in/around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.

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

No new projects were undertaken in FY 2025-26, so no project-level environmental impact assessment was required. However, the Company carried out various environmental monitoring, environmental performance evaluation, and groundwater assessments for its existing operations including comprehensive Environmental Monitoring Study conducted by M/s My World Consultancy Services Pvt. Ltd. (WCS), Cuttack, Odisha, a NABL-accredited laboratory; independent Environmental Performance Evaluation carried out by the Indian Institute of Technology (IIT), Bhubaneswar; groundwater monitoring in Nearby Vicinity conducted by M/s Ecoimage Systems Pvt. Ltd. and a Groundwater Impact Assessment Study undertaken by M/s Ground Water Consultancy Services.

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

Yes, the Company complies with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act and the rules thereunder.

Complied with all the conditions stipulated under Environmental Clearance (EC) Order dated 17.05.2007, EC order dated 13.01.2012 and the EC amendment Order dated 14.03.2022.

The Company complied with all directions stipulated under the Consent to Operate (CTO) Order dated 28.03.2023.

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

No such non-compliances to the law/regulation/guidelines/conditions and fines/penalties/action taken by pollution control boards or by courts.

Leadership Indicators

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

   Not applicable as the plant location of the company falls within a ground water-safe zone.

   i) Name of the area: Balgopalpur Industrial Estate at Balgopalpur, District Balasore, Odisha.

   ii) Nature of Operations: Manufacturing of Paper, Paperboard and Specialty Paper

   iii) Water withdrawal, consumption, and discharge: Refer to point no. 6.3 and 6.4 Essential Indicator.

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

   Not measured

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

   Not Applicable

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 the outcome of such initiatives, as per the following format:**

   The following are the few examples of the initiatives implemented during the year to improve resource efficiency and reduce the environmental impact of operations through lower energy consumption and better process control.

S. No.	Initiative undertaken	Details of the initiative	Outcome of the initiative
Refer to Annexure – A to the Board's Report for FY 2025-26 on Conservation of Energy and Technology Absorption			

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

   Yes. The Company has a comprehensive Business Continuity and Disaster Management Plan to ensure operational resilience during emergencies. The plan is supported by the Company's Risk Management Policy and ISO 14001:2015-certified Environmental and OHS Management Systems. On-site Emergency Plans, approved by regulatory authorities, address process-related risks. Mock drills are conducted regularly in coordination with local agencies, and trained emergency response teams remain on standby. SOPs and Safe Maintenance Practices ensure preparedness across all departments. The strategy covers natural disasters, pandemics, and other disruptions, ensuring safety, asset protection, and continuity of critical operations.

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.**

   The Company mitigates potential risks through sustainable sourcing and ensures by taking all possible means that contractors and other supply chain partners adhere to applicable environmental regulations and responsible business practices. No significant risks or concerns were raised during the year from Company's value chain.

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

   Suppliers providing FSC-certified pulp are under FSC audits and evaluated as part of the FSC certification requirements. Major suppliers of chemicals, stores, and other raw materials have established systems and processes to assess and manage their environmental impacts, as we primarily source materials from reputed and large-scale suppliers. Additionally, our Purchase Orders include specific conditions requiring compliance with applicable environmental regulations and statutory requirements.

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 - 7 (seven)

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Paper Manufacturers Association (IPMA)	National
2	Indian Newsprint Manufacturers Association (INMA)	National
3	Federation of Indian Export Organizations (FIEO)	National
4	Confederation of Indian Industry (CII)	National
5	North Orissa Chamber of Commerce & Industry (NOCCI)	National
6	Balasore Chamber of Industry & Commerce (BCIC)	National
7	The Utkal Chamber of Commerce and Industry Ltd. (UCCI)	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.**

Name of authority	Brief of the case	Corrective action taken
None		

Leadership Indicator

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

S No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of review by board (annually/ half yearly/ quarterly/other)	Web Link, if available
	The Company advocates public policies that support the growth, competitiveness and sustainability of the domestic pulp and paper industry. These include encouragement of indigenous paper manufacturing, protection against unfair trade practices such as dumping and injurious imports, promotion of sustainable raw material sourcing and farm forestry, advancement of renewable energy and energy efficiency, strengthening of health and safety standards, environmental protection and responsible business conduct across the value chain. Over the years, the Company's senior management has played an active roles in leading industry associations and contributing to policy dialogues in these areas.	The Company engages in public policy advocacy primarily through active participation in industry and trade associations to which it belongs, as well as through stakeholder consultations, industry forums and public awareness platforms. Through these bodies, the Company provides inputs, feedback and recommendations to government departments, regulators and other stakeholders on policy matters relevant to the pulp and paper sector.	No	As and when required	NA

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.

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company's Corporate Social Responsibility (CSR) Committee diligently conducts regular visits to the villages, ensuring active engagement with the community. This approach emphasizes the Company's commitment to understanding and resolving the challenges faced by the community, fostering a strong and sustainable relationship with them. The Company has voluntarily undertaken a CSR Impact Assessment study by external expert to assess the impact of CSR activities undertaken and to identify the scopes of further improvements.

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

	FY2025-26	FY2024-25
Directly sourced from MSMEs/small producers	18%	14%
Directly from within India	23%	25%

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	FY2025-26	FY2024-25
Rural	0%	0%
Semi-urban	81%	80%
Urban	0%	0%
Metropolitan	19%	20%

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

Leadership Indicator:

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Serial No.	State	Aspirational District	Amount spent
Not Applicable			

The Company's CSR projects are not undertaken in Aspirational Districts. CSR activities are primarily carried out in and around of Balgopalpur, Balasore, particularly in nearby rural areas where the manufacturing plant is located, with focus on community development, education, healthcare, sanitation, livelihood generation, women empowerment, and environmental sustainability initiatives within and nearby to our area of operation.

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

b. From which marginalized/vulnerable groups do you procure?

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

The Company is progressively strengthening its local sourcing ecosystem by encouraging procurement of wastepaper and other inputs from local vendors and MSMEs. This approach promotes inclusive economic growth and enhances the participation of small and local enterprises in the value chain. Through capability development and long-term engagement with local suppliers, the Company aims to foster self-reliance and sustainable community development in alignment with national initiatives such as 'Make in India' and 'Atmanirbhar Bharat'.

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

S No.	Intellectual Property based on traditional Knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit shared
Not Applicable				

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.

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

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Projects	No. of persons benefitted from CSR Projects	Reach of trade and industry chambers/ associations (State/National)
1	Healthcare (Health Camps, Community Health Awareness, Mensural Hygiene Awareness)	32028	100%
2	Education (Education Excellence Award, Pratibha Samman Award, Balvikas Center, Support to Ekal Vidyalaya)	23795	100%
3	Animal Welfare (Livestock Care Training)	229	100%
4	Sustainable Environment (Community Plantation drive, Felicitation to Sabuja Saathi, Kitchen Garden)	60719	100%
5	Livelihood Program -Women Empowerment (Project "Janani" - Tailoring Training for Rural Women, Project "Kalika" - Sanitary Napkin Manufacturing Unit)	200	100%
6	Promoting Art & Culture (Support for Promotion of Handi craft)	12940	100%
7	Rural Development & Community Welfare (Safal Sports Academy, Computer training for local youth, Support to PWDS, Adult Education program)	26780	100%

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.

Yes, the Company has established a structured Customer Complaint Handling Standard Operating Procedure (SOP) for receiving, recording, reviewing, and resolving customer complaints and feedback. Complaints and feedback received through emails, branch offices, marketing teams, customer interactions, and other communication channels. All complaints tracked and monitored through an ERP-based system to ensure timely response, redressal and effective closure.

The Plant Quality Control and Technical teams analyze complaints and determine the appropriate redressal mechanism for each complaints in consultation with marketing team and the concerned customers. Representatives from the Plant and Marketing teams also visit customer sites, wherever required, for assessment and resolution of the issues. Regular review of customer feedback by Process and Marketing teams supports continuous improvement in product quality, customer service, and overall customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product Safe and responsible usage Recycling and/or safe disposal	100%. The Company has an uncompromising commitment to provide best in-class products and customer satisfaction. The Company complies with all laws and regulations concerning marketing communications. In line with this, the required information as mandated by law is inscribed on the product label of the Company.

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other*	257	-	All complaints are resolved	332	-	All complaints are resolved

*All these complaints related to the product not meeting customer expectations on the product performance. The Company has robust systems in place to address these issues on a priority basis directly and through the company's dealer network.

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

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

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

Yes, the Company has a framework on cyber security and data privacy risks and has implemented a comprehensive Information Security and Cyber Security Policy that provides a robust framework for managing cyber risks and safeguarding data privacy. The policy is supported by detailed procedures and internal controls and is accessible to relevant employees for effective implementation.

Cyber security risks and mitigation measures are periodically reviewed and upgraded. To protect digital assets and sensitive information, the Company has implemented layered security controls, including perimeter security, advanced threat protection, network-level safeguards and endpoint protection solutions, designed to ensure the confidentiality, integrity and availability of organizational and customer data.

Data privacy and information security requirements are also incorporated into agreements with third-party service providers to promote responsible handling of data across the value chain.

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.**

   There have been no such instances.

7. **Provide the following information relating to data breaches:**

   a. Number of instances of data breaches: NIL

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

   c. Impact, if any, of the data breaches: NA

Leadership Indicators

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

   Information about the Company's products and services is readily accessible through the official website of https://emamipaper.com/products/. The website provides comprehensive information on the Company's product portfolio, product specifications, applications, sustainability initiatives, and other relevant details for customers and stakeholders.

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

   The Company undertakes focused initiatives to inform and educate consumers on the safe and responsible use of its products through clear labelling, usage instructions and precautions on packs and in communications. Its product information complies with applicable regulations and industry standards, enabling consumers to make informed and responsible choices. Furthermore, the Company actively promotes sustainability and safety across the product lifecycle by engaging consumers on best practices for responsible usage, reinforcing its commitment to consumer awareness and environmental stewardship.

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

   The Company has put in place a structured communication process to keep dealers and consumers informed about any potential disruption or discontinuation of essential services. In such situations, advance intimation is provided through suitable channels such as direct communication, email, digital platforms and established dealer networks, so that stakeholders can plan and respond appropriately. By sharing timely and transparent updates, the Company aims to reduce inconvenience, support business continuity across the distribution chain and sustain the confidence of its consumers and trade partners.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/No)**

   Yes, The Company displays product-related information on its products as required under applicable laws. Additional product details, specifications, application-related information, usage guidelines, sustainability attributes and environmental impact are also made available to customers to promote informed and responsible consumption.

   Yes, The Company periodically engages with dealers, distributors, and customers for conducting surveys with regard to consumer satisfaction The feedback received provide critical insights on customer expectations and experiences, enabling continuous product and service improvement.