

Business Responsibility and Sustainability Report (Apr 2025 - Mar 2026)

A: General Disclosures

A.1: Details of the listed entity

Essential indicators

1.	NSE Symbol	: INDIGOPNTS
2.	BSE Scrip Code	: 543258
3.	MSEI Symbol	: NOTLISTED
4.	ISIN	: INE09VQ01012
5.	Corporate identity number (CIN) of the listed entity	: L24114PN2000PLC014669
6.	Name of the listed entity	: INDIGO PAINTS LIMITED
7.	Date of incorporation	: 28-03-2000
8.	Registered office address	: Indigo Tower, Street-5, Pallod Farm-2, Baner Road, Pune-411045, Maharashtra
9.	Corporate address	: Same as Registered Office Address
10.	E-mail	: secretarial@indigopaints.com
11.	Telephone	: 020-66814300
12.	Website	: www.indigopaints.com
13.	Financial year for which reporting is being done (DD-MM-YYYY format)	

Financial year for which reporting is being done	Start date	End date
Current Financial Year	01-04-2025	31-03-2026
Previous Financial Year	01-04-2024	31-03-2025
Prior to Previous Financial Year	01-04-2023	31-03-2024

14.	Name of the stock exchange(s) where shares are listed	: BSE, NSE
15.	Paid-up Capital (in ₹)	: 47,67,56,620
16.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	: Chetan Bhalchandra Humane, Chief Financial Officer, 020-66814300, secretarial@indigopaints.com
17.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	: Standalone basis
18.	Whether the company has undertaken assessment or assurance of the BRSR Core?	: No
19.	Name of assessment or assurance provider	

Sr. No.	Company / LLP / Firm Name	Company ID / LLP ID / Firm Registration No.	Name of assessment or assurance provider	Designation of assessor or assurer	Date of signing (DD-MM-YYYY)
1	NA	NA	NA	NA	NA
20.	Type of assessment or assurance obtained : Add details				

A.2: Products/services

Essential indicators

21. 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	Manufacturing and supply of Paints, varnishes, enamels or lacquers	100

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
--------	------------------------------	----------------------------------	-----------------------------

22. 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	Manufacturing of Paints, varnishes, enamels or lacquers	202	100

A.3: Operations

Essential indicators

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

Location	Number of plants	Number of offices	Total
National	6	55	61
International	0	0	0

24. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of State & Union Territories)	36
International (No. of Countries)	1

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

0.18

c. A brief on types of customers

The Company is in the business of manufacturing, trading and selling of wide range of paints and allied products. It serves a diverse set of customers. It offers a wide range of paint and products for various applications, including decorative paints and wood finishes.

A.4: Employees

Essential indicators

25. Details as at the end of financial year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
EMPLOYEES								
1.	Permanent (D)	1,137	1,115	98.07	22	1.93	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total employees (D + E)	1,137	1,115	98.07	22	1.93	0	0
WORKERS								
4.	Permanent (F)	51	31	60.78	20	39.22	0	0
5.	Other than Permanent (G)	1,301	1,214	93.31	87	6.69	0	0
6.	Total workers (F + G)	1,352	1,245	92.09	107	7.91	0	0

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	1	1	100	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total differently abled employees (D + E)	1	1	100	0	0	0	0

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLE WORKERS								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	1	1	100	0	0	0	0
6.	Total differently-abled workers (F + G)	1	1	100	0	0	0	0

26. Participation/inclusion/representation of women:

Leadership team	Total (A)	Number and percentage of females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel	2	1	50

Notes: Ms. Sayalee Yengul, Company Secretary was appointed as Key Managerial Personnel from April 16, 2025.

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

Particulars	FY 2025-2026 (Turnover rate in current FY)				FY 2024-2025 (Turnover rate in previous FY)				FY 2023-2024 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	21.7	4.55	0	21.37	31.73	31.25	0	31.72	21.91	5.26	0	21.61
Permanent Workers	3.23	0	0	1.96	6.25	10	0	7.69	5.26	5.26	0	5.26

A.5: Holding, Subsidiary and Associate Companies (including joint ventures)
Essential indicators
28. Details of holding/subsidiary/associate companies/joint ventures.

S. No.	Entity name (A)	Entity type	% of shares held	Entity (A) participate in the BRSR initiatives of the parent entity?
1	Apple Chemie (India) Private Limited	Subsidiary	51	No

A.6: CSR Details
Essential indicators
29. CSR details of the company:

a. *Whether CSR is applicable as per section 135 of Companies Act, 2013*

Yes

b. *Turnover (in ₹)*

13301181294.50

c. *Net worth (in ₹)*

11823478672.26

A.7: Transparency and Disclosures Compliances

Essential indicators

30. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place?	If Yes, then provide web-link for policy	FY 2025-2026			FY 2024-2025			If NA, then provide the reason
			Current Financial Year			Previous Financial Year			
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	
Communities	Yes	https://indigopaints.com/investors/corporate-governance-2/	0	0	Nil	0	0	Nil	
Investors (other than shareholders)	Yes	https://indigopaints.com/investors/corporate-governance-2/	0	0	Nil	0	0	Nil	
Shareholders	Yes	https://indigopaints.com/investors/corporate-governance-2/	0	0	Refer Note 6	1	0	Refer Note 6	
Employees and workers	Yes	https://indigopaints.com/investors/corporate-governance-2/	0	0	Nil	0	0	Nil	
Customers	Yes	https://indigopaints.com/investors/corporate-governance-2/	27	0	Nil	9	0	Nil	
Value chain partners	Yes	https://indigopaints.com/investors/corporate-governance-2/	0	0	Nil	0	0	Nil	

Notes: 1. Communities- All of the factories of the Company are located in the industrial areas. The factory managers regularly coordinate with the industrial representative bodies and local government bodies to address any grievances received from the local communities. 2. Investors and Shareholders- The Company has a dedicated email id i.e. secretarial@indigopaints.com on which the investors and shareholders can raise their grievances. Additionally, shareholders can lodge complaints with respect to shares with the Registrar and Share Transfer Agent (RTA) by emailing at umesh.sharma@in.mpms.mufig.com. 3. Employees and workers- The Company has in place Internal Complaints Committee and employees and workers can approach our HR Department for registering their grievances. Additionally, employees can register their grievances as per Vigil Mechanism / Whistle Blower Policy of the Company. 4. Customers- The Company has a dedicated email id and customer care phone number i.e. info@indigopaints.com and +91 2931281162 on which the customers can raise their grievances. 5. Value Chain Partners- The Company has a Supplier Code of Conduct in place to address the grievances raised by value chain partners. 6. During the financial year 2024-25 and financial year 2025-26, there were 8 and 608 requests from the shareholders respectively. These requests inter-alia include revalidation of dividend warrants, KYC updation. These requests were served and resolved in respective quarter in which requests were reported.

31. 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 (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Resource Use - Water Management	R	Water is a primary raw material in the manufacturing of water based paints	Since the availability of water is restricted, the Company endeavors to use water judiciously. The Company has taken steps to install rain water harvesting facility at all of its factories. Also to recharge the ground water, the Company at one of its factory premises has created water recharging pond.	Negative Implications
2	Resource Use- Energy Consumption	R&O	Energy (Electricity) is a key input in the manufacturing process to run the factories	Excess usage of electricity generated through fossil fuels impacts the environment negatively. The Company is actively implementing and exploring usage of energy generated from renewable resources including solar and wind. In our endeavor to minimize the usage of energy, the Company has already commissioned 20kW of Solar panel generation capacity at Pune and installed 330 kW of solar generation capacity at our Kochi facility.	Negative Implications
3	People and Community	O	Employees and Community are the most important stakeholders.	The Company ensures safe and healthy work atmosphere by providing appropriate trainings and safety equipment. The Company also implements equal opportunity policy and prevention of child labor in all its offices and factories. The Company has also instituted a robust CSR program for uplifting the marginal sections of the community by providing education assistance to girl children, healthcare and training programs for painters.	Positive Implications
4	Governance	O	The Company ensures highest level of corporate governance and compliances with the statutory authorities	-	Positive Implications
5	Cyber Security	R	All our stakeholder engagements, including billing and purchasing, are managed through ERP systems. This could pose some digital risks, including potential cybersecurity threats.	Ensuring data security is a top priority for our company, as it is crucial for any business. To mitigate risks arising from cyber threats, we take daily backups of our cloud storage data. Additionally, we have implemented disaster recovery and business continuity plans to safeguard our operations.	Negative Implications

B: Management and Process Disclosures

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

P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable

P2 Businesses should provide goods and services in a manner that is sustainable and safe

- P3** Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4** Businesses should respect the interests of and be responsive towards all its stakeholders **P5** Businesses should respect and promote human rights
- P6** Businesses should respect, protect, and make efforts to restore the environment
- P7** Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8** Businesses should promote inclusive growth and equitable development
- P9** Businesses should engage with and provide value to their consumers in a responsible manner

B.1: Policy and management processes

Essential indicators

1-6. Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.					Yes				
1 b. Has the policy been approved by the Board?					Yes				
1 c. Web Link of the Policies, if available					https://indigopaints.com/investors/corporate-governance-2/				
2. Whether the entity has translated the policy into procedures.					Yes				
3. Do the enlisted policies extend to your value chain partners?					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.	All policies confirm to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and National Guidance on Responsible Business Conduct.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to the Sustainability initiatives Section forming a part of the Annual Report on Page 23								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Please refer to the Sustainability initiatives Section forming a part of the Annual Report on Page 23								

B.2: Governance, leadership and oversight

Essential indicators

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

Mr. Hemant Kamala Jalan, Chairperson and Managing Director of the Company is the director responsible for the Business Responsibility and Sustainability Report. For the statement, refer to the Chairperson's Message on Page 10 of the Annual Report.

8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy(ies).

Name- Mr. Chetan Bhalchandra Humane, Designation- Chief Financial Officer

9. Details about the entity's committee of the board/director responsible for decision making on sustainability related issues?

Questions	Response
Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues?	Yes
If yes, provide details	Mr. Hemant Kamala Jalan, Chairperson and Managing Director oversees and periodically review Business Responsibility and Sustainability Initiatives of the Company. We also have a ESG committee in place headed by the Managing Director.
If NA, provide explanation	NA

10. Details of review of NGRBCs by the company:
a. Details about reviewing authority:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Director				
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Director				
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									

b. Details about frequency:

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Any other				
Description of any other frequency					Ongoing				
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Any other				
Description of any other frequency					Ongoing				

11. Information about the independent assessment /evaluation of the working of its policies carried out by the entity by an external agency.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	No	No	No	No	No	No	No	No	No
If yes, provide name of the agency	NA	NA	NA	NA	NA	NA	NA	NA	NA

12. If answer to Q1 of section B.1 - Policy and management processes 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									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The entity does not have the financial or/human and technical resources available for the task					Not Applicable				
It is planned to be done in the next financial year									
Any other reason (please specify)									

C: Principle Wise Performance Disclosures

C.1: Principle 1

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

Essential indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Industry Overview, Business Strategy, Corporate Governance and ESG	100
Key Managerial Personnel	4	Industry Overview, Market Research, Business Strategy, Corporate Governance and ESG	100
Employees other than BoD and KMPs	30	Employee Technical and functional capability building, Product knowledge and application, Health, Safety and Well-being, Digital tools and systems, Sales excellence, Company policies and compliance, Quality and operational excellence, and Induction programmes.	96.66
Workers	8	Health & Safety related trainings, Wellness sessions and sessions on skill upgradation.	100

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

a-1. Monetary: Penalty/Fine

NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
-	Assistant Commissioner of State Tax, Pune	192,600,000	Company has received a demand order pertaining to GST credit availed on IPO-related expenses from the Office of the Assistant Commissioner of State Tax, Pune, Maharashtra, raising a demand of INR 19.26 Crores inclusive of interest and penalty.	Yes

a-2. Monetary: Settlement

NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
-	-	0	-	No

a-3. Monetary: Compounding Fee

NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
-	-	0	-	No

b-1. Non-monetary: Imprisonment

NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
-	-	0	-	No

b-2. Non-monetary: Punishment

NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
-	-	0	-	No

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
Filing/Provisional Acknowledgment Number – 2026127201000474 for FY 2020-21 & 2026127201000503 for FY 2021-22	GST Appellate Tribunal

4. Details about anti-corruption or anti-bribery policy.

Questions	Response
Does the entity have anti-corruption or anti-bribery policy?	Yes
If Yes, provide details in brief.	The Company has the policy and is available on https://indigopaints.com/investors/corporate-governance-2/
Provide a web-link if the entity has anti-corruption or anti-bribery policy.	https://indigopaints.com/investors/corporate-governance-2/
If NA, provide an explanatory note.	

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

Organizational roles	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Complaints type	FY 2025-2026 (Current Financial Year)		FY 2024-2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	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 or services procured) in the following format:

Question	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Accounts payable × 365 days (₹ in Lakhs)	7,279,461.45	6,033,209.1
Cost of goods or services procured (₹ in Lakhs)	70,645.85	68,309.71
Number of days of accounts payables (Days)	103.04	88.32

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

Parameter	Metrics	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Concentration of Purchases	a. i) Purchases from trading houses	15516.58	16,947.32
	ii) Total purchases	73040.07	66,602.31
	iii) Purchases from trading houses as % of total purchases	21.24	25.45
	b. Number of trading houses where purchases are made	56	95
	c. i) Purchases from top 10 trading houses	8,622.03	12,071.87
	ii) Total purchases from trading houses	15516.58	16,947.32
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	55.57	71.23
Concentration of Sales	a. i) Sales to dealers / distributors	132,415.93	127,147.81
	ii) Total Sales	132,415.93	127,147.81
	iii) Sales to dealers / distributors as % of total sales	100	100
	b. Number of dealers / distributors to whom sales are made	22,655	21,728
	c. i) Sales to top 10 dealers / distributors	7,382.83	6,337.44
	ii) Total sales to dealers / distributors	132,415.93	127,147.81
	iii) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5.58	4.98
Share of RPTs in	a. i) Purchases (Purchases with related parties)	0	6.75
	ii) Total Purchases	73,040.07	66,602.31
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0	0.01
	b. i) Sales (Sales to related parties)	0.87	0.9
	ii) Total Sales	132,415.93	127,147.81
	iii) Sales (Sales to related parties as % of Total Sales)	0	0
	c. i) Loans & advances (Loans & advances given to related parties)	0	0
	ii) Total loans & advances	401.62	342.4
	iii) Loans & advances (Loans & advances given to related parties as % of Total loans & advances)	0	0
	d. i) Investments (Investments in related parties)	3,054.2	3,054.2
	ii) Total Investments made	31,965.85	24,656.6
	iii) Investments (Investments in related parties as % of Total Investments made)	9.55	12.39

Leadership indicators

1. Details about the processes in place to avoid/ manage conflict of interests involving members of the Board.

Questions	Response
Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?	Yes
If yes, provide details	Yes, the company has implemented a Code of Ethics that applies to the Board of Directors, Key Managerial Personnel, and other members of Senior Management. This code provides clear guidelines for identifying, avoiding, and disclosing any actual or potential conflicts of interest that may arise with the company. To ensure transparency and compliance, the company obtains an annual declaration from the aforementioned individuals regarding their interests in other entities that could give rise to conflicts of interest. This allows the company to assess and address any potential conflicts in a timely manner. Furthermore, the company ensures that all necessary approvals required by applicable laws are obtained before engaging in transactions with any related entities. This proactive approach helps demonstrate the company's commitment to upholding legal and regulatory requirements while safeguarding the interests of its stakeholders.
If NA, provide explanation	NA

C.2: 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.

Expenditure type	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	1.67%	0	

330 kW of Solar Energy installed in Kochi facility

2. Details about sustainable sourcing:

Questions	Response
Does the entity have procedures in place for sustainable sourcing?	Yes
If yes, what percentage of inputs were sourced sustainably?	-

Notes: We have started using the recycled plastic cans in our operations. However, we have not maintained the percentage data this year.

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

Product type	Process description
a. Plastics (including packaging)	As part of Extended Producers Responsibility (EPR), the Company has partnered with third party organizations for fulfillment of EPR Targets
b. E-waste	Sent to Authorised Recyclers
c. Hazardous waste	Sent to Authorised Recyclers
d. Other waste	Sent to Authorised Recyclers and some processed wastes are reused/recycled internally by the Company

4. Details about Extended Producer Responsibility (EPR):

Questions	Response
Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.	Yes
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Yes
If not, provide steps taken to address the same.	NA

Notes: We have recycled over 4000 MT of plastic waste.

C.3: Principle 3

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

Essential indicators

1. Details regarding well-being of employees and workers:

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	1,115	1,107	99.28	1,115	100			0	0	0	0
Female	22	22	100	22	100	22	100			0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	1,137	1,129	99.3	1,137	100	22	1.93	0	0	0	0
Other than permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0				
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	31	13	41.94	31	100	0	0	0	0	0	0
Female	20	6	30	20	100	20	100		0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	51	19	37.25	51	100	20	100	0	0	0	0
Other than permanent workers											
Male	1,214	0	0	0	0	0	0	0	0	0	0
Female	87	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	1,301	0	0	0	0	0	0	0	0	0	0

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

Question	FY 2025-2026	FY 2024-2025
	(Current Financial Year)	(Previous Financial Year)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	75.45	70.51
ii) Total revenue of the company	133,011.82	127,719.2
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.06	0.06

Note: Permanent workers who are not covered under the Company's Group Medical Insurance Policy are covered under the Employees' State Insurance (ESI) Scheme, wherever applicable, in accordance with the provisions of the Employees' State Insurance Act, 1948.

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

Benefits	FY 2025-2026			FY 2024-2025		
	(Current Financial Year)			(Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes

3. Accessibility of workplaces

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

4. Details about equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

Questions	Response
Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If yes then, provide a web-link to the policy.	https://indigopaints.com/investors/corporate-governance-2/
If NA then, provide an explanatory note.	NA

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

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

6. Details regarding employee & worker grievance redressal mechanism availability:

a. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

b. If yes, give details of the mechanism in brief.

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent workers	Yes	The Company has established a robust grievance redressal mechanism through its Whistleblower Policy, enabling reporting of unethical practices, fraud, or policy violations. A dedicated email ID provides direct access to the Chairman or Members of the Audit Committee. In addition, the Company follows an open-door policy, allowing employees to raise concerns with their reporting managers or the HR Department, ensuring timely and fair resolution of grievances.
Other than permanent workers	Yes	Non-permanent workers are covered under the Company's grievance redressal framework, including the Whistleblower Policy and open-door policy. They may report concerns through the designated email ID or approach their reporting managers or the HR Department for resolution.
Permanent employees	Yes	Permanent employees have access to the Company's Whistleblower Policy and grievance redressal mechanism. Concerns may be reported through the dedicated email ID to the Audit Committee or raised with reporting managers or the HR Department, ensuring transparency, confidentiality, and fair resolution.
Other than permanent employees	Yes	Non-permanent employees are also covered under the Company's grievance redressal mechanism. They may raise concerns through the Whistleblower Policy, reporting managers, or the HR Department, ensuring equal access to a fair and transparent grievance resolution process.

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	1,137	12	1.06	993	12	1.21
Male	1,115	12	1.08	977	12	1.23
Female	22	0	0	16	0	0
Other	0	0	0	0	0	0
Total permanent workers	51	18	35.29	52	8	15.38
Male	31	12	38.71	32	6	18.75
Female	20	6	30	20	2	10
Other	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2025-2026 (Current Financial Year)					FY 2024-2025 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
	Employees									
Male	1115	1079	96.77	1115	100	977	940	96.21	650	66.53
Female	22	20	90.91	22	100	16	16	100	12	75
Other	0	0	0	0	0	0	0	0	0	0
Total	1137	1099	96.66%	1137	100	993	956	96.27	662	66.67
	Workers									
Male	31	31	100	31	100	32	32	100	15	46.88
Female	20	20	100	20	100	20	20	100	18	90
Other	0	0	0	0	0	0	0	0	0	0
Total	51	51	100	51	100	52	52	100	33	63.46

Note: The percentage under "On Health and Safety Measures" and "On Skill Upgradation" represents employees/workers who attended at least one training programme in the respective category during the financial year. Accordingly, employees/workers who attended one or more programmes on skill upgradation have been considered as covered, resulting in 100% coverage under the Skill Upgradation category.

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
	Employees					
Male	1115	1115	100	977	977	100
Female	22	22	100	16	16	100
Other	0	0	0	0	0	0
Total	1137	1137	100	993	993	100
	Workers					
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Male	31	31	100	32	32	100
Female	20	20	100	20	20	100
Other	0	0	0	0	0	0
Total	51	51	100	52	52	100

10. Health and safety management system:

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity?	Yes
If yes, the coverage such system?	The Company has implemented an Occupational Health and Safety (OHS) Management System covering all employees and workers across its manufacturing facilities, depots, and offices. The system provides a structured framework for identifying, assessing, and mitigating occupational health and safety risks through established policies, procedures, regular training, inspections, and preventive measures, thereby promoting a safe and healthy workplace.
If NA, provide an explanatory note:	NA
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 identifies and assesses work-related hazards through structured risk assessments, Job Safety Analysis (JSA), periodic workplace inspections, safety audits, and incident reporting mechanisms. Hazards associated with both routine and non-routine activities are evaluated, and appropriate preventive and corrective measures are implemented to minimize risks.
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.	Yes
If NA, provide an explanatory note:	NA
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes
If NA, provide an explanatory note:	NA

Notes: 1. Workers are encouraged to promptly report unsafe conditions and work-related hazards to their supervisors or the EHS team through established reporting mechanisms. Appropriate corrective actions are taken, and workers are empowered to remove themselves from situations that pose an imminent risk to their health and safety, in accordance with the Company's safety procedures. 2. The Company provides employees and workers access to non-occupational medical and healthcare services through group medical insurance, annual health check-ups (where applicable), and access to medical consultation and emergency healthcare facilities as per the Company's policies.

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

Safety incident/number	Category*	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Lost time injury frequency rate (LTIFR) (per one million-person hours worked)	Employees	5.60	1.65
	Workers	1.85	13.19
Total recordable work-related injuries	Employees	12	0
	Workers	3	38
No. of fatalities	Employees	0	0
	Workers	0	0

Safety incident/number	Category*	FY 2025-2026	FY 2024-2025
		(Current Financial Year)	(Previous Financial Year)
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

Note: The lost time injury details for manufacturing locations is as per the criteria defined in Factories Act, 1948. For non-manufacturing locations, where the said Act is not applicable, incident involving man-days lost of two days or more have been considered.

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

The Company is committed to providing a safe, healthy, and secure workplace for all employees and workers across its operations. To achieve this, the Company has implemented a comprehensive Occupational Health and Safety (OHS) framework supported by policies, procedures, and continuous monitoring.

Key measures undertaken during the year include:

- **Occupational Health & Safety Framework:** Implementation of comprehensive OHS policies and standard operating procedures covering hazard identification, risk assessment, incident reporting, and emergency preparedness.
- **Risk Assessment and Safety Audits:** Regular workplace inspections, Job Safety Analysis (JSA), and periodic safety audits are conducted to identify potential hazards and implement preventive and corrective actions.
- **Training and Awareness:** Safety induction programmes, periodic refresher training, toolbox talks, fire and emergency response drills, and awareness sessions are conducted for employees and contract workers to reinforce safe work practices.
- **Personal Protective Equipment (PPE):** Appropriate PPE is provided based on job requirements, and its proper usage is regularly monitored.
- **Emergency Preparedness:** Manufacturing facilities are equipped with emergency response systems, fire protection equipment, evacuation procedures, and trained emergency response teams to effectively manage emergency situations.
- **Employee Health & Well-being:** The Company provides access to occupational health services, medical facilities, periodic health check-ups (where applicable), and promotes employee well-being through preventive healthcare initiatives.
- **Safety Culture:** Employees and workers are encouraged to report unsafe conditions, near misses, and safety concerns through established reporting mechanisms, fostering a culture of continuous improvement and shared responsibility for workplace safety.

Through these initiatives, the Company continues to strengthen its safety culture, ensure compliance with applicable statutory requirements, and promote the health and well-being of its workforce.

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	-	0	0	-
Health and safety	0	0	-	0	0	-

14. Assessments for the year:

Category	% 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 follows a structured process to investigate safety-related incidents and address significant risks identified through regular health and safety assessments. All incidents, near misses, and unsafe conditions are investigated through root cause analysis, and appropriate corrective and preventive actions are implemented to prevent recurrence.

Key corrective measures include strengthening engineering controls, enhancing machine guarding, eliminating unsafe man-machine interactions, revising standard operating procedures where required, and reinforcing safety awareness through targeted training programmes.

To ensure consistency across operations, learnings and corrective actions are shared with all manufacturing locations through a structured horizontal deployment process. Periodic reviews, safety audits, and follow-up assessments are conducted to monitor the effectiveness of implemented actions and drive continual improvement in workplace health and safety standards.

Leadership indicators

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

Category	Response
Employees	Yes
Workers	Yes

Notes: The management of the Company places a high priority on the well-being of its employees. In the event of an unfortunate death of an employee or worker, the Company is committed to supporting the next of kin and the family. This support includes assisting them in claiming their legally entitled dues and benefits, as per the Company's policy that is periodically reviewed and updated. The Company recognizes the significance of addressing the financial entitlements of the bereaved family during this difficult period and aims to provide the necessary assistance and support they require.

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 processes to ensure compliance with applicable statutory requirements by its value chain partners. Appropriate statutory compliance clauses are incorporated in agreements and purchase/work orders, wherever applicable. The Company obtains periodic declarations and relevant statutory documents from value chain partners and undertakes verification through internal reviews and audits on a risk-based basis. Any non-compliance identified is communicated to the concerned partner for timely corrective action and closure.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

4. Provide details regarding provision of employee transition assistance and career support programs

Yes. While Indigo Paints does not have a formal transition assistance programme, we actively support continued employability by retaining or re-engaging retired employees based on their performance, expertise, and willingness to contribute. This practice not only helps in knowledge retention but also ensures a smooth transition for both the individual and the organisation. In addition, all retiring employees receive full support in the settlement of their statutory dues such as gratuity, provident fund, etc along with administrative guidance, wherever required.

C.4: 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.

Identifying and engaging with stakeholders is central to Indigo Paints' CSR, Health, Safety, and Environment (HS&E) policies. The Company has broadly identified six key stakeholder groups through an internal assessment of those who are significantly impacted by or have influence over our operations. These include:

1. Employees
2. Local Communities
3. Regulatory Authorities
4. Customers and Dealers
5. Shareholders
6. Suppliers and Other Business Partners

The stakeholder identification process is guided by criteria such as regulatory relevance, business impact, interdependence, and the nature of engagement. Engagement is carried out through various formal and informal platforms including field visits, review meetings, feedback channels, and collaborative initiatives.

The Company's CSR programmes focus on the betterment of communities, with special attention to the needs of the poor and underserved segments of society.

As part of stakeholder engagement, Indigo Paints also collaborates with the Paints & Coatings Skill Council to run training programmes for painting applicators, thereby enhancing livelihoods and promoting inclusive growth.

The Company continuously strives to foster participative dialogue, encourages stakeholder feedback, and promotes collective decision making wherever possible to build lasting, responsible relationships.

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	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mail	NA	Others – please specify	Monthly	Competitive rewards and remuneration, Health and safety, Performance evaluation and recognition
Local Communities	Yes	Community Meetings	NA	Others – please specify	Ongoing	Community development programmes through CSR initiatives
Regulatory Authorities	No	E-mail	NA	Others – please specify	Ongoing	Compliance with rules and regulations, Timely reporting through various compliance-based forms

Stakeholder group	Whether identified as vulnerable & marginalized group	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Other	We communicate with them through SMS, Emails and through phone. We engage with the influencers like painters and contractors through Decor Application available in Google Playstore.	Others – please specify	Need-Based	New and innovative products, as per latest market requirements, Easy access to products and services
Shareholders	No	Other	We engage with shareholders through quarterly conference calls, one on one investor meets, investor conferences arranged by investment and brokerage firms.	Quarterly		NA
Dealers, Suppliers and other Business partners	No	E-mail	NA	Others – please specify	Need-Based	Pricing and favourable terms of payment, Timely clearance

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.

At Indigo Paints, stakeholder engagement is integrated into the Company's CSR and ESG approach. While direct consultation between stakeholders and the Board is limited, the Board is kept informed through regular reporting from senior management on stakeholder interactions, especially in areas related to social impact, environmental initiatives, and community development.

The CSR Committee and functional heads responsible for sustainability and community engagement play a key role in identifying stakeholder needs and relaying those insights to the Board.

Community members are an important stakeholder group. The Company identifies the specific needs of the community through field-level interactions and inputs from local partners. These insights are then shared with the CSR Committee, which proposes structured and wellplanned CSR projects.

The Board provides strategic oversight on these initiatives and ensures that CSR funds are optimally allocated to generate meaningful impact — particularly for disadvantaged, vulnerable, and marginalised groups.

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

Indigo Paints has designed and implemented several structured initiatives to engage with and uplift marginalised and vulnerable stakeholder groups, particularly from informal sectors such as the painting community. These initiatives are planned based on real-time feedback, local needs, and the Company's social responsibility commitments. Key initiatives include:

Seva Utsav

A flagship CSR and community engagement event that combines social impact with stakeholder appreciation. The initiative includes:

Painting of government and low-income schools, improving the learning environment for children from underserved backgrounds.

Painters' Family Day Out, organised on the same day, to recognise and celebrate the contribution of painters. The event provides recreational activities and bonding time for painters and their families, many of whom belong to economically marginalised communities.

Medical Insurance for Painters

A welfare initiative launched for painters across the community, irrespective of their direct association with the Company. This medical insurance scheme offers access to basic healthcare coverage, addressing a critical need in the unorganised sector.

Training and Certification for Painters & Contractors

In collaboration with the Paints & Coatings Skill Council, Indigo Paints conducts technical training and certification programmes to upskill painters and contractors. These programmes focus on application techniques, product knowledge, and safety practices — enhancing employability and income potential.

Through these initiatives, Indigo Paints strives to create a lasting impact on vulnerable stakeholder groups by supporting both their immediate welfare and long-term professional growth.

C.5: 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 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1137	1099	96.66%	993	956	96.27
Other than permanent	0	0	0	0	0	0
Total employees	1137	1099	96.66%	993	956	96.27
Workers						
Permanent	51	51	100	52	52	100
Other than permanent	1301	1301	100	808	808	100
Total workers	1352	1352	100	860	860	100

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

Category	FY 2025-2026 (Current Financial Year)					FY 2024-2025 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
	Employees									
Permanent	1137	0	0	1137	100	993	0	0	993	100
Male	1115	0	0	1115	100	977	0	0	977	100
Female	22	0	0	22	100	16	0	0	16	100
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
	Workers									
Permanent	51	0	0	51	100	52	0	0	52	100
Male	31	0	0	31	100	32	0	0	32	100
Female	20	0	0	20	100	20	0	0	20	100
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	1301	0	0	1301	100	808	0	0	808	100
Male	1214	0	0	1214	100	706	0	0	706	100
Female	87	0	0	87	100	102	0	0	102	100
Other	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages:

a. Median remuneration/wages:

Category	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	7	20,00,000	1	19,00,000	0	0
Key Managerial Personnel	1	79,58,990	1	17,58,100	0	0
Employees other than BoD and KMP	813	7,56,000	15	7,54,200	0	0
Workers	31	3,47,577	20	3,80,638	0	0

Note 1: The median remuneration/salary/wages have been computed separately for each category and gender based on the remuneration/salary/wages paid during the financial year. For employees other than the Board of Directors and Key Managerial Personnel, the median has been computed considering employees who joined the Company on or before 30 April 2025 to facilitate a like-for-like comparison for substantially full-year employees.

Note 2: Since there was one female Director, one male Key Managerial Personnel (Chief Financial Officer) and one female Key Managerial Personnel (Company Secretary) during the financial year, the median remuneration for these respective categories represents the remuneration paid to the individual concerned. The remuneration of the female Director is lower than that of the male Director category due to lower sitting fees paid during the financial year and does not represent any reduction in the commission approved by the shareholders.

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

Question	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Gross wages paid to females	20785195	16340975
Total wages	853425197	752918092
Gross wages paid to females as % of total wages	2.44%	2.17

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

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

The responsibility of recording and addressing human rights issues lies with the Human Resource team. However, the Company proactively focuses on prevention by providing training to employees on understanding human rights, recognizing its various forms, and the appropriate reporting procedures.

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child labour	0	0	NA	0	0	NA
Forced labour/involuntary labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks

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

Category	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Average number of female employees/workers at the beginning of the year and as at end of the year	42	36
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company maintains a culture of open communication that fosters a respectful and harassment-free environment. The Whistleblower Policy serves as a guideline and mechanism for protecting individuals who raise complaints or act as whistleblowers. Any complaints or disclosures made by whistleblowers are thoroughly investigated, ensuring strict confidentiality and protection against retaliation. The Company takes all necessary precautions to safeguard the identity of the complainant or whistleblower. This includes treating the investigation process with utmost confidentiality and implementing measures to withhold their identity. The Company provides necessary safeguards to whistleblowers, allowing them to make protected disclosures in good faith regarding various areas outlined in the Code of Conduct. In relation to sexual harassment, the Company strictly adheres to the principles of Prohibition, Prevention, and Redressal, as outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH) and the corresponding Rules. The Company ensures that the investigation procedure maintains strict confidentiality and safeguards the identity of the complainant. The Company has established a POSH committee in compliance with the provisions of the Act.

9. Provide details regarding human rights requirements in business agreements and contracts

Questions	Response
Do human rights requirements form part of your business agreements and contracts?	Yes
If NA then, provide an explanatory note.	NA

10. Assessments for the year:

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

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

Not Applicable

Leadership indicators

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

No complaints have been received during the Financial Year under review. Accordingly, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company has established strong practices to actively discourage not just human rights but also other kinds of behavior that may be in contravention to the Company's Ethics policy and Code of Conduct.

3. Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0
Discrimination at workplace	0
Child labour	0
Forced labour/involuntary labour	0
Wages	0

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

C.6: 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:
a. Whether total energy consumption and energy intensity is applicable to the company?

Yes

b. Details about revenue from operations (in ₹)

Question	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Revenue from operations (in ₹)	1,33,012 Lakhs	1,27,719 Lakhs

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

Parameter	Unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	518	27
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	518	27
From non-renewable sources			
Total electricity consumption (D)	GJ	27,041	25,624
Total fuel consumption (E)	GJ	1,011	946
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	28,052	26,570
Total energy consumed (A+B+C+D+E+F)	GJ	28,570	26,597
Energy intensity per rupee of turnover (Total energy consumed/revenue from operations)	GJ/₹ crore turnover	21.48	20.82

Parameter	Unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ revenue from operations adjusted for PPP)		Since we are not exporting any significant amount of product, PPP adjustment is not applicable.	
Energy intensity in terms of physical output	GJ/KL of FG	0.15	0.14
Energy intensity (optional) – the relevant metric may be selected by the entity			

d. *Details about any independent assessment/evaluation/assurance by an external agency:*

Questions	Response
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No
If yes, name of the external agency.	NA

Note: This year, we have expanded the coverage of energy consumption to include Pune Head Office and all factories data. As a result, we have also revised the figures for the previous year to reflect this enhanced coverage.

2. **Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India:**

Questions	Response
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?	No
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.	NA

3. **Details of the following disclosures related to water:**

a. *Provide details of the following disclosures related to water withdrawal by source, in the following format:*

Parameter	Unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water withdrawal by source			
(i) Surface water	kilolitres	0	0
(ii) Groundwater	kilolitres	0	0
(iii) Third party water	kilolitres	64,730	64,230
(iv) Seawater/desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	64,730	64,230
Total volume of water consumption	kilolitres	64,730	64,230
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kilolitres/₹ crore turnover	48.66	50.29
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption / Revenue from operations adjusted for PPP)		Since we are not exporting any significant amount of product, PPP adjustment is not applicable	
Water intensity in terms of physical output (Total water consumption / physical unit)	kilolitres/ KL of FG	0.34	0.33
Water intensity (optional) – the relevant metric may be selected by the entity		0	0

b. *Details about any independent assessment/evaluation/assurance by an external agency:*

Questions	Response
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No
If yes, name of the external agency.	NA

4. Details related to water discharged:

a. Provide the following details related to water discharged, in the following format:

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(ii) To Groundwater		
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(iii) To Seawater		
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(v) Others		
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

b. Details about any independent assessment/evaluation/assurance by an external agency:

Questions	Response
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No
If yes, name of the external agency.	NA

Note: Previous year's data has been revised based on updated information

5. Details about zero liquid discharge (ZLD):

Questions	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)?	Yes
If yes, provide details of its coverage and implementation.	All the facilities of the Company are Zero Liquid Discharge facilities. The effluents are treated through dedicated effluent treatment plants installed within the facility premises. The treated effluents/water are reused in the facility itself

6. Details of air emissions (other than GHG emissions) by the entity:

a. Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Yes

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

Parameter	Please specify unit	FY 2025-2026 (Current Financial Year)	PY 2024-2025 (Previous Financial Year)
NOx	Tonne	-	-
SOx	Tonne	-	-
Particulate matter (PM)	Tonne	-	-
Persistent organic pollutants (POP)	Tonne	-	-
Volatile organic compounds (VOC)	Tonne	-	-
Hazardous air pollutants (HAP)	Tonne	-	-

c. Details about any independent assessment/evaluation/assurance by an external agency:

Questions	Response
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No
If yes, name of the external agency.	NA

Notes: This year, air emissions (other than GHG emissions) were not measured. We will be measuring it from the subsequent years.

7. Details of greenhouse gas emissions (scope 1 and scope 2 emissions) & its intensity.

a. Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

Yes

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

Parameter	Unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	85.83	80.92
Total scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	5,333	5,175
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/₹ crore turnover	4.07	4.12
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)		Since we are not exporting a significant amount of product, PPP adjustment is not applicable.	
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO ₂ e/KL of FG	0.029	0.027
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

Note: This year, we have expanded the coverage of Scope 1 and Scope 2 emissions to include Pune Head Office and all the factories units. As a result, we have also revised the figures for the previous year to reflect this enhanced coverage.

8. Details about projects related to reducing GHG emission.

a. Does the entity have any project related to reducing GHG emission?

Yes

b. If yes, then provide details.

The Company has undertaken multiple initiatives to reduce greenhouse gas (GHG) emissions. Specifically, we have planned to install 20 kW of solar panels at our head office and are planning to deploy a 1 MW solar plant at our factory locations. Furthermore, the company has conducted energy audits in our factories to identify and replace low efficiency equipment with energy-efficient alternatives. The Company has also started deploying electric vehicles for the last mile delivery.

c. If NA, provide explanatory note:

9. Details related to waste management:

a. Different types of waste generated by the entity, in the following format:

Parameter	FY 2025-2026 (Current Financial Year)	PY 2024-2025 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	547.48	505.24
E-waste (B)	0.08	0.02
Bio-medical waste (C)	0.003	0.004

Parameter	FY 2025-2026 (Current Financial Year)	PY 2024-2025 (Previous Financial Year)
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0.4
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	366.32	315.09
Other Non-hazardous waste generated (H). Please specify, if any	808.57	693.29
Total (A+B+C+D+E+F+G+H)	1,722.45	1,514.04
Waste intensity per rupee of turnover (tonne/₹ crore turnover)	1.29	1.19
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/US\$ turnover)	Since we are not exporting a significant amount of product, PPP adjustment is not applicable	
Waste intensity in terms of physical output (tonne/unit production)	0.009	0.007
Waste intensity (optional) – the relevant metric may be selected by the entity		

b. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	FY 2025-2026 (Current Financial Year)	PY 2024-2025 (Previous Financial Year)
Category of waste (in metric tonnes)		
(i) Recycled	1,266.32	1,121.57
(ii) Re-used	380.34	13.904
Other recovery operations	0	0
Total	1,646.65	1,436.07

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

Parameter	FY 2025-2026 (Current Financial Year)	PY 2024-2025 (Previous Financial Year)
Category of waste (in metric tonnes)		
(i) Incineration	0.004	0.004
(ii) Landfilling	33.414	13.094
(iii) Other disposal operations		
Total	33.414	13.094

d. Details about any independent assessment/evaluation/assurance by an external agency:

Questions	Response
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No
If yes, name of the external agency.	NA

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.

Waste management and reduction in our operations is one of the key areas of concerns for our organization. The Company has been making consistent efforts to reduce the quantity of waste produced through our operations, by following techniques to reuse and recycle generated waste in an environmentally friendly manner. Our Research and Development department continues its endeavors and its focus on development of new technology that reduces the dependence on ecologically harmful raw materials. Some of the key achievements in this context are – Water based coating for Interior & Exterior Woodwork, Premium Interior Emulsion with rich sheen and smooth finish and Polyurethane based single pack Floor coat.

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

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

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	Results communicated in public domain	Relevant web link
NA	NA	NA			NA

13. Compliance with Environmental Laws and Regulations

- a. Details of compliance with applicable environmental law/ regulations/ guidelines in India:

Questions	Response
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/NA)	Yes
If NA, provide details	NA

- b. If not, provide details of all such non-compliances, in the following format:

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
1			Not Applicable	

Leadership indicators

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

- a. Details of water withdrawal and consumption in areas of water stress (in kilolitres):

Parameter	FY 2025-2026 (Current Financial Year)	PY 2024-2025 (Previous Financial Year)
Name of the area		
Nature of operations		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	0	0
Total volume of water consumption	0	0
Water intensity per rupee of turnover (Total water consumption / ₹ turnover from operations)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

- b. Details of water discharge in areas of water stress (in kilolitres):

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Name of the area		
Nature of operations		
(i) Into Surface water	0	0

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(ii) Into Groundwater	0	0
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(iii) Into Seawater	0	0
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(v) Others	0	0
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

2. Details of total scope 3 emissions & its intensity.

a. Whether total Scope 3 emissions & its intensity is applicable to the company?

Yes

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

Parameter	Unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	121,450.68	118,402.75
Total scope 3 emissions per rupee of turnover	tCO ₂ e/₹ turnover	0.000009131	0.000009271
Total scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/ KL of FG	0.64	0.61
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

Note: This year, we have expanded the coverage of Scope 3 emission categories to include Purchased Goods and Services, Capital Goods, Upstream and Downstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commute and End-of-Life Treatment of Sold Products. As a result, we have also revised the figures for the previous year to reflect this enhanced coverage.

C.7: 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. Provide details regarding trade & industry association memberships and affiliations:

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

2

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Indian Paint Association	National
2	Indian Institute of Interior Designers	National

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
--------	---	--

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

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

C.8: 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	Results communicated in public domain	Relevant web link
NA	NA	NA			NA

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 ₹)
1	NA	NA	NA			

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

The Company recognizes its responsibility towards society and is committed to promoting inclusive growth and equitable development for all stakeholders. Through its CSR initiatives, the Company supports marginalized communities, with a special focus on empowering underprivileged girls through education. The CSR team, along with the management, regularly engages with these communities to understand their concerns and provide appropriate support. Additionally, the Company has established a dedicated community helpline to receive feedback, address grievances, and provide assistance whenever required, ensuring that community voices are heard and addressed effectively.

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

Category	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	46.60	51.14
Sourced directly from within India	89.20	91.77

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

Category	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	30,901,997	29,119,521.36
ii) Total Wage Cost	1,000,969,510	862,493,292.8
iii) % of Job creation in Rural areas	3.09	3.38

Category	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	389,400,070.8	348,339,386.7
ii) Total Wage Cost	1,000,969,510	862,493,292.8
iii)% of Job creation in Semi-Urban areas	38.9	40.39
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	572,945,433	478,861,825.8
ii) Total Wage Cost	1,000,969,510	862,493,292.8
iii)% of Job creation in Urban areas	57.24	55.52
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	7,722,009	6,172,559
ii) Total Wage Cost	1,000,969,510	862,493,292.8
iii)% of Job creation in Metropolitan areas	0.77	0.72

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

Leadership indicators

1. Details of beneficiaries of CSR projects:

S. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Educare	184	100
2	Healthcare (Cancure Foundation)	126	100
3	Painter Initiatives i) Health Benefit	493	100
4	Painter Initiatives ii) Seva Utsav	106	100
5	Indigo Skill Up Program	1,103	100

C.9: 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.

Your Company is committed to transform its consumer experience through its finest products in the Paint Industry with respect to Quality, Reliability and Delivery. The Company has addressed all the customer grievances received during the last financial year. All product information displayed by the Company adheres to and conforms to norms as mandated by law. Additionally, Product Information Sheets which are available with the dealers of the Company and on the Company website and also on the packaging of products. Your Company through its on ground staff conducts regular surveys and takes feedback of customers regarding the quality of the product and services offered by the Company. Your company is also committed to fulfill the dynamic needs of its customers.

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

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

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive trade practices	0	0	NA	0	0	NA
Unfair trade practices	0	0	NA	0	0	NA
Other	27	0	NA	9	0	NA

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

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

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

Questions	Response
Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.	Yes https://indigopaints.com/investors/corporate-governance-2/
If NA, provide an explanatory note	

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

Not Applicable

7. Provide the following information relating to data breaches.**a. Number of instances of data breaches.**

0

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

0

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

NA

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

www.indigopaints.com

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

To educate the consumers about the safe usage of the product, we create a document called as Product information Sheet for the basic information. We also create product applications videos for some special products for quick reference and circulations.

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

In order to inform customers of disruption/discontinuation of essential services our branch offices connect with the local customers as per details stored in our database.