Business Responsibility and Sustainability Report (BRSR)

Index

SECTION A

GENERAL DISCLOSURES

Here at Borosil Renewables Limited (hereinafter referred to as the Company, Borosil Renewables or BRL, and collectively as “we”, “us”, or “our”), Environmental, Social, and Governance (ESG) principles form an integral part of our organizational ethos and operating approach. As India’s leading pioneer in solar glass manufacturing, we are conscious of the responsibility we hold in driving sustainable progress. Our ESG framework is structured to generate enduring value for stakeholders while making a positive and measurable impact on environmental conservation, social inclusion, and transparent governance practices.

Sustainable development at Borosil Renewables is regarded not only as a strategic priority, but as a fundamental ethical obligation that influences our long-term direction and decision-making. Our ESG policy underscores a strong commitment to reducing environmental footprints, strengthening social well-being, and adhering to the highest standards of corporate governance. By investing in energy-efficient technologies, adopting responsible sourcing practices, and continuously enhancing operational excellence, we aim to lead responsibly across all facets of our business.

Environmental Stewardship:

Environmental responsibility remains central to our operational philosophy, with sustained efforts to minimize our environmental footprint and support the clean energy transition. As a leading solar glass manufacturer, the Company plays an integral role in enabling renewable energy growth while actively advancing its own sustainability agenda. During the year, the Company expanded its renewable energy capacity through investments in wind–solar hybrid and wind power projects, including a 10 MW wind-solar hybrid power plant and a 1.5 MW wind farm, along with the commissioning of an additional 16.5 MW hybrid facility in March 2026. The Company’s share of renewable electricity increased to 29.23% in FY 2025–26, up from 21.66% in FY 2024–25. Operational initiatives such as energy-efficient technologies, water recycling systems, and rainwater harvesting continue to support resource conservation, while the transition to sustainable packaging and increased use of recyclable materials further reinforce waste reduction efforts. Additionally, the development of antimony-free products highlights the Company’s commitment to safer and more sustainable manufacturing practices. Collectively, these initiatives reflect a holistic approach towards environmental stewardship and alignment with global climate goals.

Social Responsibility:

Borosil Renewables remains deeply committed to fostering a socially responsible and inclusive work environment, recognizing its people as its greatest asset. We continue to prioritize employee well-being, safety, and professional development through robust workplace policies that promote health and safety, diversity and inclusion, and equal opportunities for all. During the year, we strengthened our focus on capability building by achieving an average of 17.3 training man-hours per employee, exceeding our targeted learning benchmarks and reinforcing our culture of continuous development. We also ensured comprehensive healthcare coverage, with 100% of our workforce undergoing annual health assessments, underscoring our commitment to employee wellness. Our efforts toward enhancing diversity remain ongoing, reflecting steady progress in building a more inclusive workforce. Beyond our organization, we actively engage with local communities through targeted CSR initiatives in education, healthcare, and sustainable livelihoods. These programs are designed in close consultation with stakeholders to deliver long-term impact. We further extend our commitment to social responsibility across our value chain by encouraging partners to adopt ethical and sustainable practices, thereby contributing to inclusive growth and socio-economic development in the regions we operate.

Governance Excellence:

Borosil Renewables continues to strengthen its governance framework as a key driver of sustainable growth, underpinned by principles of integrity, transparency, and accountability. The Board provides strategic direction while ensuring that sustainability and compliance considerations are embedded across decision-making processes. During the year, the Company enhanced its focus on ethical awareness, with around 76% of employees covered through initiatives related to the Code of Ethics, whistleblower mechanisms, POSH and safety. This was supported by 19 structured training sessions conducted for over 500 employees, along with continuous internal engagement through six “Learning Bytes” communications. The Company maintained strong oversight of its Code of Conduct, with no violations reported during the year, reflecting a well-established culture of ethical behaviour. An ombudsman mechanism remains in place to ensure transparent grievance redressal, while ongoing efforts to transition training programs into digital formats are expected to further improve participation. These initiatives collectively reinforce responsible business practices, strengthen stakeholder confidence, and enable sustained long-term value creation.

I. DETAILS OF THE LISTED ENTITY

Borosil Renewables Limited stands as India’s foremost solar glass manufacturer, making a significant contribution to the nation’s renewable energy ecosystem. Established in 1962 and based in Mumbai, the Company is a part of the Borosil Group, which brings with it a rich heritage of more than sixty years in glass manufacturing. Borosil Renewables operates a technologically advanced manufacturing facility in Bharuch, Gujarat, with a standalone solar glass production capacity of 1,000 tons per day (TPD). Driven by an innovationcentric approach, the Company has achieved several industry milestones, including the development of the world’s first fully tempered 2 mm solar glass and solar glass featuring ultralow iron content to enhance efficiency.

1.	Corporate Identity Number (CIN) of the Listed Entity	L26100MH1962PLC012538
2.	Name of the Listed Entity	Borosil Renewables Limited
3.	Year of Incorporation	1962
4.	Registered office address	1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
5.	Corporate address	1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
6.	E-mail	investor.relations@borosilrenewables.com
7.	Telephone	022-6740 6300
8.	Website	www.borosilrenewables.com
9.	Financial year for which reporting is being done	April 01, 2025 – March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	The paid-up capital as on March 31, 2026- ₹ 14,01,88,845/- consisting of 14,01,88,845 fully paid-up equity shares of ₹ 1/- each.
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. P.K. Kheruka, Executive Chairman Email: investor.relations@borosilrenewables.com Tel: 022 67406300 Address: 1101, Crescenzo, G-Block, Opp. MCA Club, Bandra, Kurla Complex, Bandra (East), Mumbai- 400051
13.	Reporting boundary	Standalone
14.	Name of assessment or assurance provider	Not Applicable
15.	Type of assessment of assurance obtained.	Not Applicable

II. PRODUCTS/SERVICES

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing	Other manufacturing activities (Business activity code – C13)	100.00

Details of the business activities are in line with those given in Form MGT-7 (Annual Return) prescribed by MCA.

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

Product/Service	NIC Code	% of total turnover contributed
Low Iron Textured Solar Glass	23101	100.00

III. OPERATIONS

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

National

Number of plants	1
Number of offices	1
Total	2

International

Number of plants	-
Number of offices	-
Total	-

The Company's reporting boundary is confined to standalone operations, excluding its international plant(s) operated through its subsidiaries

19. Markets served by the entity

a. Number of locations

17

National (Number of states)

26

International (Number of countries)

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

Of the total standalone turnover amounting to ₹ 1,53,482.50 lakhs, export revenue accounted for 7.38%, which translates to approximately ₹ 11,328.95 lakhs.

c. A brief on types of customers

i. Solar Energy Sector:

The Company's core customer base consists of manufacturers of solar photovoltaic (PV) modules who incorporate Borosil Renewables' highperformance solar glass into solar panel production. This includes solar PV module manufacturers across India. As a critical input for module manufacturing, solar glass significantly contributes to improved energy efficiency and enhanced durability of solar panels.

ii. Renewable Energy Developers:

In addition, solar glass is supplied to EPC contractors and developers of solar power projects. These customers utilize the glass by channelling it through module manufacturers for the fabrication of solar modules deployed in renewable energy installations.

iii. International Solar PV Manufacturers:

Global solar module manufacturers are also served either directly or through the Company's European subsidiaries, namely Interfloat Corporation and Glasmanufaktur Brandenburg GmbH (GMB). These overseas entities manufacture solar glass and distribute it to customers across Europe and other international markets, catering to multiple segments and broadening Borosil's global footprint.

iv. Infrastructure and Utility Companies:

For infrastructure and utility applications, the Company offers specialized products such as antiglare solar glass, which are used in projects including airports and buildingintegrated photovoltaic (BIPV) systems in commercial structures. Customers in this segment prioritize safety, performance, glare reduction, and durability, making Borosil Renewables glass well suited for such demanding environments.

IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
		Employees				
1.	Permanent (D)	681	668	98.09	13	1.91
2.	Other than permanent (E)	56	52	92.86	4	7.14
3.	Total employees (D+E)	737	720	97.69	17	2.31
		Workers				
4.	Permanent (F)	104	104	100.00	0	-
5.	Other than permanent (G)	860	767	89.19	93	10.81
6.	Total workers (F+G)	964	871	90.35	93	9.65

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled Employees					
1.	Permanent (D)	1	1	100.00	-	NA
2.	Other than permanent (E)	-	-	NA	-	NA
3.	Total Differently abled employees (D+E)	1	1	100.00	-	NA
	Differently abled Workers					
4.	Permanent (F)	-	-	NA	-	NA
5.	Other than permanent (G)	1	1	100.00	-	NA
6.	Total Differently abled workers (F+G)	1	1	100.00	-	NA

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

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	8	1	12.50
Key Management Personnel (Other than Board Members)	2	0	-

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

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	13.16	26.67	13.46	16.51	55.17	17.36	6.28	54.55	7.10
Permanent workers	4.69	-	4.69	4.44	-	4.44	2.41	-	2.41

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. **Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Geosphere Glassworks GmbH	Subsidiary	100.00	No
2.	Laxman AG	Subsidiary	100.00	No
3.	GMB Glasmanufaktur Brandenburg GmbH*	Step-down Subsidiary	86.00	No
4.	Interfloat Corporation*	Step-down Subsidiary	86.00	No
5.	Renew Green (GJS Two) Private Limited	Associate	31.20	No
6.	Clean Max Prithvi Private Limited	Associate	49.00	No

**Company holds an indirect stake of 86% in these companies through its wholly owned subsidiaries.*

VI. CSR DETAILS

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

ii. **If yes, Turnover** ₹ 1,53,482.50 lakhs (As of March 31, 2026)

iii. **Net worth** ₹ 1,53,486.73 lakhs (As of March 31, 2026)

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26			FY 2024-25		
	(If yes, then provide web-link for grievance redress policy)	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, responsibility for managing relationships and meeting the expectations of both internal and external stakeholders rests with all employees within the scope of their respective roles. Furthermore, stakeholder concerns are handled by Designated Officers in line with the provisions outlined in the Stakeholder Engagement and Grievance Redressal Policy. Link to the policy: Stakeholder Engagement and Grievance Redressal Policy.pdf	-	-	-	-	-	-
Investors (other than Shareholders)		-	-	-	-	-	-
Shareholders		17	-	All complaints were resolved by March 2026.	29	-	All complaints were resolved in FY 2024-25.
Employees and workers		-	-	-	-	-	-
Customers		166	1	All complaints were resolved by March 2026. Only one complaint is pending which will be closed by last week of April-2026	122	-	All pending complaints were resolved by March 2025.
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

Complaints are consistently handled by the relevant departments within the Company. Shareholder complaints are promptly addressed by us, either directly or through our Registrar and Transfer Agent.

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

Risk - Opportunity -

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.	Climate Change		• Extreme weather may disrupt operations and supply chains. • Borosil manufactures solar glass, enabling renewable energy generation.	• Develop climate-resilient supply chains, secure facilities against extreme weather, and expand solar glass capacity.	**Positive:** • Increased revenue and market share. **Negative:** • Capital expenditure for climate-proofing facilities.
2.	Circular Economy		• Improper waste disposal may lead to penalties. • Recycled glass reduces virgin raw materials and energy use.	• Maximize cullet use, implement zero-waste-to-landfill practices, and recover by-products.	**Positive:** • Lower raw material and energy costs. **Negative:** • Compliance costs for waste regulations.
3.	Water and Effluent Management		• Water scarcity may disrupt operations. • Water recycling reduces dependence on external supplies.	• Implement ZLD systems, rainwater harvesting, and water recycling/reuse.	**Positive:** • Lower water costs and operational continuity. **Negative:** • High capital expenditure for water infrastructure.
4.	Energy Efficiency and Management		• Energy-intensive furnaces increase exposure to fuel price fluctuations. • Improved efficiency lowers costs and emissions.	• Use regenerative furnaces, efficient motors, waste heat recovery, and captive solar power.	**Positive:** • Reduced OPEX. **Negative:** • Capital investment for upgrades.
5.	GHG Management		• Scope 1 and 2 emissions may attract future carbon costs. • Cleaner energy improves ESG profile.	• Improve combustion efficiency, increase renewable energy use, and explore low-carbon fuels.	**Positive:** • Better investor confidence and carbon-price resilience. **Negative:** • Potentially higher green energy costs.
6.	Ecosystems and Biodiversity		• Raw material extraction and operations may affect biodiversity. • Conservation efforts improve stakeholder trust.	• Conduct biodiversity assessments, develop greenbelts, and ensure sustainable sourcing.	**Positive:** • Better community relations. **Negative:** • Costs for restoration and sustainability programs.

Risk - Opportunity -

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)
7.	Innovation, Research and Development		• Through innovation and focused R&D efforts, the Company develops advanced solar glass solutions, including Anti-Reflective Coatings (ARC), Anti-Soiling (AS) coatings and antimony-free solar glass compositions, aimed at enhancing product performance and addressing evolving customer requirements. • These initiatives contribute to sustainable growth by enhancing energy efficiency, lowering environmental impact, and aligning products with global standards, thereby reinforcing BRL's competitive position in the renewable energy sector. • Continuous improvement driven by R&D enables the Company to remain ahead in a fast-evolving market, supporting long-term value creation and higher levels of stakeholder satisfaction.	-	**Positive:** • Product innovation and market leadership are strengthened by enabling the development of high-performance solar glass technologies that address evolving customer expectations and industry requirements. • Sustainable and efficient operations are supported through continuous improvement and technological innovation, enhancing environmental performance while reinforcing long-term business resilience.
8.	Sustainable Packaging		• The Company has implemented recyclable packaging solutions and reusable steel pallets, substantially lowering environmental impact while supporting circular economy initiatives. These measures are aligned with global sustainability objectives and also contribute to improved operational efficiency.	-	**Positive:** • By adopting recyclable packaging solutions and steel pallets, environmental impact is reduced while supporting circular economy objectives, thereby improving operational sustainability and overall resource efficiency.

Risk - Opportunity -

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)
			• Beyond conserving resources and reducing waste, these efforts strengthen brand image and enhance stakeholder trust, positioning the Company as a responsible and forward-looking participant in the renewable energy sector.		• A strong commitment to environmentally responsible practices helps build brand credibility and stakeholder trust, which can translate into higher customer loyalty and clear market differentiation.
9.	Product Quality		• In a highly competitive market, increasing customer expectations around durability, functionality, and visual appeal make superior product quality a key strategic differentiator. BRL's emphasis on consistently high standards helps distinguish its solar glass offerings while strengthening customer confidence. • Consistent quality performance also plays a vital role in sustaining long term customer relationships, reinforcing brand credibility, and enabling entry into international markets where adherence to stringent quality requirements is critical.	-	**Positive:** • Customer satisfaction and loyalty are strengthened through superior product quality, which also enhances brand reputation and enables access to premium markets that require strict quality standards. • Long term business growth is supported by minimizing defects and returns, improving operational efficiency, and reinforcing the Company's standing as a reliable and trusted supplier within the renewable energy sector.
10	Data Privacy and Cyber Security		• Any compromise of customer privacy or data security may result in reputational harm, missed business opportunities, and increased legal exposure, which could materially affect stakeholder confidence and financial outcomes.	• A comprehensive data privacy policy has been put in place and incorporated into the Company's overall risk management framework, ensuring secure handling of personal and business information across all operational areas.	**Negative:** • Any breach involving data privacy or cybersecurity may cause reputational harm, invite legal consequences, and erode stakeholder confidence, thereby affecting customer relationships and the continuity of business operations.

Risk - Opportunity -

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)
			• Across its operations, the Company manages sensitive personal and commercial information related to employees, customers, vendors, and partners. Inadequate protection of this data could disrupt business activities and expose the Company to regulatory actions and compliance related risks.	• Regular evaluations and audits are carried out to detect potential vulnerabilities, reinforce cyber security controls, and maintain compliance with relevant data protection laws and regulations. • Ongoing investments in IT infrastructure and security systems help safeguard against unauthorized access, data breaches, and cyber threats, while employee training programs promote robust data handling practices and strong cyber hygiene awareness.	• Cybersecurity incidents can interrupt operations, expose sensitive information, and lead to financial losses arising from litigation, regulatory penalties, and costs associated with remediation and recovery.
11.	Human Rights		• Failure to comply with human rights standards—such as those related to child labor, forced labor, discrimination, or unsafe working conditions—may result in serious legal repercussions, regulatory intervention, and even the revocation of business licenses, particularly in international markets with stringent compliance requirements. • Any actual or perceived human rights violations can cause reputational harm, undermine stakeholder trust, weaken investor confidence, and restrict access to markets, especially within ESG sensitive industries such as renewable energy.	• A robust Human Rights Policy has been established by the Company, explicitly prohibiting child labor, forced labor, and discriminatory practices, while ensuring safe, equitable, and fair working conditions throughout its operations and across the supply chain. • Ongoing due diligence processes and periodic audits are undertaken to track adherence to human rights standards, supported by grievance redressal mechanisms that allow employees, contractors, and other stakeholders to raise and resolve concerns.	**Negative:** • Incidents involving human rights violations, including child labor or unsafe workplace practices, may attract legal sanctions, regulatory intervention, and reputational harm, which could undermine stakeholder confidence and disrupt business continuity. • Inadequate adherence to human rights standards across the supply chain can lead to reduced investor trust, loss of access to key markets, and operational disruptions resulting from non compliance with global ESG expectations.

Risk - Opportunity -

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)
			• The Company recognizes that human rights risks may exist throughout its value chain, including among suppliers and contractors, and inadequate monitoring or mitigation of these risks could lead to operational disruptions and challenges in maintaining supply continuity.	• To reinforce these commitments, BRL conducts training and awareness initiatives for employees and business partners, fostering a culture that respects human rights and ensures alignment with applicable national and international guidelines.	
12.	Health, Safety and Employee Well-being	Risk	• Operating within a manufacturing setup exposes employees to physical hazards, heavy machinery, and industrial processes, and any failure to maintain robust health and safety standards may result in workplace accidents, injuries, or fatalities, leading to legal exposure and disruptions to operations. • Declines in employee well-being can adversely impact morale, productivity, and retention, contributing to higher attrition rates and lower overall efficiency. • Insufficient safety controls or non compliance with occupational health requirements may also harm the Company's reputation and weaken stakeholder confidence.	• Comprehensive occupational health and safety systems have been established by the Company, encompassing routine safety audits, detailed risk assessments, and adherence to both national and international safety standards to reduce the likelihood of workplace accidents and injuries. • Employee well-being is actively supported through initiatives such as periodic health check ups, structured wellness programs, mental health support, and training sessions that promote a safe, supportive, and healthy work environment. • To strengthen a culture of safety and accountability, BRL ensures that all employees and contractors receive adequate training in safety practices, emergency response procedures, and hazard awareness across its operations.	**Negative:** • Incidents arising from workplace accidents or weak health and safety practices may expose the Company to legal obligations, regulatory sanctions, and reputational harm, potentially undermining stakeholder confidence and disrupting business continuity. • Insufficient focus on employee well-being can lead to low morale, declining productivity, and higher attrition levels, which may interrupt operations and increase long term human resource costs.

Risk - Opportunity -

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)
13.	Code of Conduct		• Ethical conduct and responsible decision making are promoted throughout all levels of the organization. • Strong confidence and credibility are established among stakeholders, including investors, customers, and business partners. • Adherence to legal and regulatory requirements is reinforced, helping to mitigate compliance related risks. • Long term sustainability goals and effective governance practices are actively supported through these measures. • Ongoing improvement is facilitated by periodic updates and alignment with globally recognized best practices. • A strong internal culture is reinforced by embedding accountability and transparency across the organization.	-	**Positive:** • Ethical conduct, accountability, and regulatory compliance are reinforced, helping to build stakeholder confidence while lowering potential legal and reputational risks. • Alignment with global ESG standards supports long term sustainability goals and enables continuous improvement through regular updates and sound governance practices.
14.	Labor Management		• Overseeing a large and varied workforce that includes both permanent employees and contract workers involves challenges related to maintaining fair labor practices, ensuring compliance with labor regulations, and safeguarding workplace health, safety, and overall well-being.	• A structured risk management framework aligned with global benchmarks is being adopted to proactively identify and address labor related risks. • Fair labor practices, safe working environments, and compliance with applicable labor laws are ensured across all categories of employees, including permanent and contractual workers.	**Negative:** • Non compliance with labor laws and regulatory requirements can increase the Company's exposure to legal risks and potential penalties. • Reputational harm and a loss of stakeholder confidence may arise from weaknesses in labor compliance and workforce management.

Risk -  Opportunity - 

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)
			• Shortcomings in labor standards—such as substandard working conditions, lack of inclusivity, or elevated attrition levels—can create operational disruptions, invite regulatory action, and adversely affect the Company's reputation among stakeholders.	• Regular training and awareness initiatives are conducted to encourage ethical conduct and strengthen understanding of workplace rights. • Feedback from stakeholders is incorporated into ESG planning processes to effectively identify and prioritize key labor related concerns. • Oversight is maintained through dedicated committees that continuously monitor labor practices and drive improvements in workforce management.	• Employee morale and productivity can decline if labor related issues are not effectively addressed. • Challenges in attracting and retaining skilled talent may emerge, impacting long term workforce stability and performance.
15.	Diversity, Equity and Inclusion (DEI)		• By bringing together a wide range of perspectives, DEI contributes to a more inclusive and innovative workplace, strengthening creativity, problem solving capabilities, and the overall quality of decision making. • Creating an environment rooted in fairness, belonging, and equal opportunity supports the attraction and retention of high quality talent, values that are increasingly important to both job seekers and existing employees. • A workforce that is diverse and inclusive also enhances understanding of varied customer needs, leading to better customer satisfaction, particularly in global markets with diverse consumer profiles.	-	**Positive:** • Innovation and creativity are strengthened when diverse perspectives and experiences are actively encouraged across the organization. • Higher levels of employee engagement, satisfaction, and retention are achieved through fair and inclusive workplace practices. • Demonstrating a strong commitment to social responsibility and ethical governance enhances brand credibility and builds stakeholder trust. • Organizational resilience and adaptability are reinforced by embracing diversity within a global and multicultural business environment.

Risk - Opportunity -

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)
16.	Talent Development, Attraction, Engagement and Retention		• Challenges in attracting and retaining skilled talent can interrupt business operations, drive up costs, and negatively impact overall productivity. • Elevated attrition, limited career development opportunities, and low levels of engagement may further weaken employee morale and reduce the Company's ability to achieve its strategic objectives.	• Continuous learning and development initiatives are prioritized to enhance employee skills and support long term career advancement. • Fair, transparent recruitment processes are applied to attract a diverse pool of qualified and capable talent. • Employee engagement is strengthened through regular feedback mechanisms, recognition programs, and the promotion of an inclusive workplace culture. • Competitive compensation structures and benefit offerings are provided to support the retention of skilled professionals.	**Negative:** • Operational continuity may be affected by skill shortages or elevated levels of employee attrition. • Higher costs can arise from repeated recruitment, onboarding, and training efforts required to replace departing employees. • Declines in workforce morale and overall productivity may occur as a result of instability within the employee base. • Loss of experienced personnel can lead to gaps in institutional knowledge and weaken leadership continuity. • Sustaining innovation and competitive advantage may become challenging in the absence of a stable and skilled workforce.
17.	Customer Relations		• Managing customer relationships is a key priority, as it has a direct influence on brand loyalty, customer retention, and overall business growth. • Customer feedback and grievance resolution are approached as strategic inputs for service enhancement and innovation, supported by dedicated teams and digital platforms. • Active and transparent engagement with customers is aligned with ESG principles and responsible business practices, strengthening trust, accountability, and long term sustainability.	-	**Positive:** • Stronger customer loyalty and improved retention contribute to stable and sustainable long term revenue generation. • Enhanced brand credibility and reputation help attract new customers as well as potential business partners. • Ongoing innovation and process improvement are encouraged through the effective use of actionable customer feedback. • Faster response times and higher service standards lead to improved service quality and greater customer satisfaction.

Risk - Opportunity -

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)
18.	Regulatory Issues and Compliance		• Failure to keep pace with changing regulatory requirements may result in legal sanctions, reputational harm, and interruptions to operations, particularly in industries such as solar manufacturing that are governed by strict environmental and safety regulations. • Operating across multiple jurisdictions requires compliance with varied regulatory frameworks, which increases complexity and heightens the risk of unintentional non compliance.	• A strong compliance framework has been established by the Company, supported by periodic internal audits to ensure adherence to all applicable laws, regulations, and standards. • Detailed training programs are provided to employees on relevant regulatory requirements and ethical conduct, reinforcing a culture grounded in integrity and accountability. • Ongoing and proactive engagement with regulatory authorities is maintained to stay informed of legal developments and to ensure timely and effective responses to new or evolving compliance obligations. • Policies are regularly reviewed and refined by the Company, taking into account stakeholder inputs, evolving regulatory requirements, and global best practices to uphold transparency and strengthen stakeholder confidence.	**Negative:** • Exposure to regulatory non compliance may result in legal sanctions and financial penalties related to environmental, safety, or corporate governance requirements. • Damage to reputation can occur, weakening stakeholder confidence and negatively affecting investor sentiment and customer loyalty. • Regulatory investigations or enforcement actions may disrupt operations, potentially causing project delays or temporary suspension of production activities. • Additional costs may be incurred due to the need for remediation measures, legal defence, or enhanced resource allocation toward compliance improvements.

Risk - Opportunity -

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)
19.	Supply Chain Management	Risk	• Production timelines and cost structures can be directly affected due to the Company's dependence on an extensive supplier network for raw materials and services, particularly if disruptions arise from geopolitical developments, climate related events, or regulatory non compliance. • Business continuity risks increase when supply chain weaknesses emerge, especially in the solar glass industry where consistent quality and timely delivery are critical, making dependable suppliers and ethical sourcing practices essential for operational efficiency and sustained stakeholder trust.	• To strengthen resilience against geopolitical or logistical disruptions, the Company follows a diversified sourcing approach that reduces reliance on any single supplier. • Close collaboration with suppliers is actively pursued to foster long term partnerships while improving transparency, traceability, and overall risk preparedness throughout the value chain. • Regular supplier evaluations and audits are carried out by BRL to verify compliance with defined quality, safety, and sustainability standards.	**Negative:** • Delays or shortages in raw material supply can disrupt production schedules, leading to missed delivery timelines and reduced customer satisfaction. • Operating costs may rise due to the need to source alternative suppliers or address inefficiencies within the supply chain. • The Company's ability to remain resilient may be weakened during periods of geopolitical instability, climate related disruptions, or heightened market volatility.

SECTION B

MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC Principles and Core Elements

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

1. POLICY AND MANAGEMENT PROCESSES

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
(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

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
(c)		1. Code of Conduct(for Board of Directors, Senior Management, & other employees) 2. Whistle Blower Policy 3. Quality, Health, Safety and Environmental Policy 4. ESG Policy 5. Employee Welfare Policy 6. Prevention of Sexual Harassment Policy 7. Stakeholder Engagement and Grievance Redressal Policy 8. Sustainable Development Policy 9. CSR Policy 10. Human Rights Policy 11. Responsible Marketing Policy 12. Policy Relating to Remuneration for the Directors, Key Managerial Personnel and Other Employees 13. Sustainable Supply Chain Policy 14. Anti-Bribery and Anti-Corruption Policy 15. Equal Opportunity, Diversity, and Inclusion Policy 16. Board Diversity Policy 17. Data Privacy Policy								
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, the Company expects its value chain partners to adhere to the following policies in all their dealings. i. Whistle Blower Policy ii. Quality, Health, Safety and Environmental Policy iii. ESG Policy iv. Stakeholder Engagement and Grievance Redressal Policy v. CSR Policy vi. Human Rights Policy vii. Responsible Marketing Polic viii. Sustainable Supply Chain Policy ix. Anti-Bribery and Anti-Corruption Policy x. Equal Opportunity, Diversity and Inclusion Policy xi. Data Privacy Policy								
4	Name of the national and international codes/certifications / labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	• Principle 2: Certificate on constancy of performance, BIS Certification Licence (ISI Licence) • Principle 2 & 6: ISO 14001:2015 (Environmental Management System) • Principle 3 & 5: ISO 45001:2018 (Occupational Health and Safety) • Principle 9: Certificate on constancy of performance • Principle 9: ISO 9001:2015 (Quality Management System.)								

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	**Environment:** • Achieve carbon neutrality across operational sites by the year 2050. • Reduce water consumption (litres per square metre, based on 2 mm thickness) by 5% each year from the FY 2021–22 baseline through to FY 2025–26. **Social:** • Increase gender diversity by 2% year-on-year starting from FY 2024-25. • Maintain an average of 16 training man-hours per employee annually to support continuous learning and development. • Ensure 100% of the workforce undergoes an annual health assessment. **Governance:** • Conduct regular awareness programs on the Code of Ethics and Whistleblower Policy across the organization. • Create a Code of Conduct assessment framework and begin systematic tracking and monitoring of reported codeofconduct breaches. • Establish an ombudsman's office and expand its scope to cover suppliers and customers in addition to internal stakeholders.								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	**Environment:** • The Company achieved an increase of approximately 6.7% in electricity consumption from renewable sources in FY 2025-26. • Achieved a reduction in water consumption by 8.79% in FY 2025-26 as compared to FY 2024-25 **Social:** • Gender diversity stood at 6.47% during the year. • Average training of 17.3 man-hours per employee was achieved, reflecting continued focus on employee development. • 61% of contractual and 97% of on-roll workers successfully underwent annual health assessment. **Governance:** The Company continued to strengthen its governance practices through structured initiatives aimed at enhancing ethical conduct and awareness. • 76% of employees were covered through awareness initiatives on the Code of Ethics, whistleblower mechanisms, POSH and safety. • A series of 19 training sessions on the Code of Conduct was conducted for 537 employees in FY 2025-26. • Furthermore, 06 informational mailers, referred to as Learning Bytes, have been disseminated to the entire workforce. • Efforts are underway to transform these training sessions into an e-learning module to achieve complete participation. The organization continues to monitor instances of Code of Conduct violations, with no breaches reported. • Mr. Mandar Chandrachud, Head-Legal, continues to serve as the Ombudsman (effective July 26, 2024), and can be contacted via the designated communication channel: ombudsman.brl@borosil.com								

2. GOVERNANCE, LEADERSHIP, AND OVERSIGHT

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

At Borosil Renewables Limited, sustainability is embedded as a fundamental value that shapes our purpose and drives decision-making, rather than being treated merely as a strategic objective. As a vital contributor to the renewable energy ecosystem, we are dedicated to incorporating environmental, social, and governance (ESG) principles throughout our operations. Over the past year, we encountered a mix of challenges and opportunities, including global supply chain disruptions and shifting stakeholder expectations. Despite these factors, we have continued to make steady progress in advancing our ESG commitments and remain focused on strengthening a resilient, responsible, and future-ready organization.

Borosil Renewables Limited continues to demonstrate strong environmental stewardship by embedding sustainable practices within its core operations. As India's leading manufacturer of solar glass, the Company has made significant investments in renewable energy infrastructure, including a 10 MW wind–solar hybrid power facility, a 1.5 MW wind farm, and an additional 16.5 MW wind–solar hybrid power plant that became operational in March 2026. The share of electricity consumption from renewable sources increased from 21.66% in FY 2024-25 to 29.23% in FY 2025-26, reflecting its continued focus on enhancing the share of cleaner energy in its operations. Furthermore, Borosil Renewables has eliminated the use of hazardous materials such as antimony in its products and transitioned to recyclable packaging solutions, reinforcing its commitment to environmentally responsible manufacturing practices.

We are committed to inclusive growth and prioritize the well-being of our workforce. Our policies foster diversity, equal opportunities, and a safe working environment, complemented by regular training and wellness programs. We actively engage with surrounding communities through corporate social responsibility (CSR) initiatives focused on education, healthcare, and sustainable livelihood development. Across our value chain, we promote fair labor practices and contribute to skill enhancement initiatives that benefit workers and partners. Moving forward, we aim to deepen our community engagement efforts and improve workforce diversity, ensuring that our growth delivers equitable benefits to all stakeholders.

Governance at Borosil Renewables is built on the principles of transparency, accountability, and ethical conduct. Strategic direction and oversight are provided by our Board of Directors, supported by committees that ensure regulatory compliance and the integration of ESG considerations into business operations. Our governance framework is reinforced by a comprehensive Code of Conduct and a Whistleblower Policy designed to maintain integrity across the organization. Through regular disclosures and active stakeholder engagement, we strive to build and sustain trust while aligning with global best practices. As we expand, we remain committed to further strengthening our governance systems to support sustainable growth.

We continuously track and review our progress against defined ESG goals, taking corrective actions where necessary to stay aligned with our targets. Our efforts also focus on raising environmental awareness among employees and external stakeholders by regularly communicating our ESG objectives and performance. ESG initiatives within the Company are managed through a structured three-tier framework:

i. **Executive Leadership -** The Executive Chairman and Vice-Chairman provide overall guidance and ensure alignment with the Company's strategic vision.

ii. **Steering Committee -** This group oversees ESG initiatives, coordinates activities between internal teams and external stakeholders, and ensures timely implementation.

iii. **Cross-Functional Team -** This team is responsible for gathering data, monitoring performance, and ensuring accurate ESG reporting.

Through this well-defined governance structure, we aim to ensure that our ESG efforts remain effective, transparent, and aligned with our broader strategic priorities. We are committed to cultivating a culture that emphasizes sustainability and social responsibility, contributing positively to the environment and all our stakeholders.

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

All corporate policies at Borosil Renewables Limited, including the Business Responsibility (BR) Policies, are systematically embedded within the Company's operational framework and implemented across all levels of the organization. The overall responsibility for the supervision and effective execution of these policies is entrusted to Mr. P. K. Kheruka, the Executive Chairman. Through his leadership, he ensures that the Company's operations consistently adhere to its principles of sustainability and responsible business conduct.

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.**

The Company has established a Corporate Social Responsibility and Environment, Social & Governance (CSR & ESG) Committee to facilitate well-informed decision-making on sustainability-related matters. In addition to reviewing and overseeing CSR activities, the Committee is responsible for supervising the Company's initiatives and performance across environmental, social, and governance areas. It also undertakes any additional responsibilities as mandated under applicable laws or as delegated by the Board, ensuring full compliance with regulatory requirements.

The CSR & ESG Committee consists of the following members:

Name	Designation
Mr. Pradeep Kumar Kheruka	Chairman
Mr. Shreevar Kheruka	Member
Ms. Vanaja Sarna	Member
Mr. Shailendra Kumar Shukla	Member

10 **Details of Review of NGRBCs by the Company**

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Performance against above policies and follow up action	All the NGRBC policies are reviewed by Whole-time Director/ CSR & ESG Committee/Board.								
2. Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company ensures compliance with statutory requirements through a structured and technology-enabled approach. The Company uses the Compliance Tool to systematically track and monitor adherence to applicable legal and regulatory obligations. The respective departments issue Compliance Certificates on applicable laws, which are then formally recorded by the Board of Directors								

Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Performance against above policies and follow up action	The policies are reviewed from time to time, as may be required.								
2. Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The policies are reviewed from time to time, as may be required.								

11		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? (Yes/No). If yes, provide name of the agency.	No. However, the processes and compliances undergo scrutiny by internal auditors and are subject to relevant regulatory requirements. From both the best practices and risk management perspectives, the Board and its committees regularly review and update the policies								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA								
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

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

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Integrity forms the foundation of Borosil Renewables Limited’s operations, with a strong emphasis on ethical, transparent, and accountable conduct at every organizational level. The conduct of employees, directors, and business partners is guided by a comprehensive Code of Conduct that promotes fair business practices and enforces a zero-tolerance stance toward corruption. Oversight of governance is provided by a diverse Board, supported by dedicated committees that ensure compliance with applicable legal requirements and maintain stakeholder confidence through accurate and timely disclosures.

Transparency is further reinforced through the Company’s Whistleblower Policy, which enables the confidential and secure reporting of any misconduct. Ongoing training and awareness programs help embed ethical standards across the organization. Together, these initiatives cultivate a culture of responsibility and openness, align governance practices with global best standards, and support Borosil Renewables’ long-term commitment to sustainable growth.

ESSENTIAL INDICATORS

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

Segment	Total number of training & awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	2	Overview of the Company’s business model, operations, industry landscape, strategic priorities, financial performance, budgeting, and key operational developments, along with updates on cybersecurity, emerging business and technology risks, evolving industry and market dynamics, and regulatory developments	100.00
Key Managerial Personnel	2	Code of conduct, Ethics, AI Advantage for Commercial Team	95.00
Employees (other than BoD and KMPs)	15	Code of conduct, Ethics, POSH, Safety	76.00
Workers	17	Code of conduct, Ethics, POSH, and Safety-Related Trainings	76.92

2. **Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2026**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine	Principle 1	BSE Limited and National Stock Exchange of India Limited	₹ 1,00,300 (inclusive GST) paid to each Stock Exchange.	Delay in submission of financial results within prescribed timelines	No
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non – Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ Judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/ No)**
Imprisonment	No such punishment/imprisonment were enforced by any regulator/law enforcement agencies/Punishment judicial institutions.				
Punishment					

Note: Represents only the amount of penalty levied.

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
NA	NA

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

Borosil Renewables Limited has put in place a well defined Anti-Bribery and Anti-Corruption (ABAC) Policy that reflects its commitment to upholding the highest standards of ethics and integrity across all business activities. The policy adopts a zerotolerance approach toward bribery and corruption and is designed in line with all applicable legal and regulatory requirements.

Key features of the ABAC Policy include:

a. Zero-tolerance Commitment:
The policy strictly prohibits all forms of bribery and corrupt practices, whether involving public officials or private sector entities.

b. Guidance for Employees:
Clear and comprehensive guidance is provided to employees to help them identify, prevent, and address bribery and corruption-related risks, while promoting fair, professional, and transparent business conduct worldwide.

c. Ban on Improper Payments:
The offering, giving, soliciting, or accepting of any payment or item of value intended to improperly influence decisions or gain undue advantage is explicitly forbidden. Facilitation payments and kickbacks are not permitted under any circumstances.

d. RedFlag Identification:

The policy outlines specific warning signs or "red flags" to assist employees and business associates in recognizing potentially unethical or suspicious activities.

e. Reporting and Oversight Mechanisms:

A formal process exists for reporting suspected violations or concerns. Such matters are overseen by the Ethics Committee and supported by the Whistle Blower Policy, ensuring confidentiality and appropriate handling of disclosures.

f. Gifts and Hospitality Controls:

All gifts and hospitality must be formally disclosed and reviewed by the Ethics Committee. These declarations are documented using the "Declaration for Gifts, Business Entertainment, and Hospitality" form to ensure that such practices are not used to influence business decisions improperly.

g. Ongoing Review:

The Ethics Committee periodically evaluates the effectiveness of the ABAC Policy to ensure it remains relevant, adequate, and aligned with prevailing legal standards and ethical best practices.

Through the implementation of this policy, Borosil Renewables Limited reaffirms its commitment to lawful and ethical business conduct and to cultivating a strong culture of integrity consistent with international norms. This commitment is a core element of the Company's governance framework and plays a critical role in building trust with stakeholders, business partners, and the communities in which it operates. The policy is available on the Company's website under the Anti-Bribery and Anti-Corruption Policy.

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

	Segment	FY 2025-26	FY 2024-25
1	Directors	Nil	Nil
2	Key Managerial Personnel	Nil	Nil
3	Employees	Nil	Nil
4	Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

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

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**

	FY 2025-26	FY 2024-25
Number of days of accounts payables	19.13	24.42

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 2025-26	FY 2024-25
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	10.94%	10.96%
	b.	Number of trading houses where purchases are made from	211	465
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	77.13%	70.84%
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	-	-
	b.	Number of dealers / distributors to whom sales are made	-	-
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	0.01%	0.04%
	b.	Sales (Sales to related parties / Total Sales)	0%	0.001%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	99.71%
	d.	Investments (Investments in related parties / Total Investments made)	8.34%	81.14%

LEADERSHIP INDICATORS

1. **Awareness programs 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 programs
Nil		

Note:

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, strong mechanisms have been established at Borosil Renewables Limited to effectively prevent and manage conflicts of interest involving members of the Board. The Company has adopted clear governance frameworks, including the Code of Conduct for Directors and Senior Management and the Policy on Related Party Transactions, which define responsibilities and procedures for identifying, disclosing, and addressing potential conflicts.

On an annual basis, directors are required to declare their interests, including positions or associations with other companies, partnerships, or entities. When a potential conflict is identified, only disinterested Board members participate in deliberations and decisionmaking, while the concerned directors abstain from discussions and voting. These practices promote transparency, uphold ethical governance standards, and ensure compliance with applicable regulations, reinforcing the Company’s commitment to responsible and principled leadership.

PRINCIPLE 2

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

Borosil Renewables Limited is committed to ensuring that its products are environmentally responsible while remaining safe for end users. As India's leading manufacturer of solar glass, the Company plays an important role in advancing clean energy adoption. Its solar glass is engineered with ultralow iron content to deliver higher efficiency. The removal of hazardous substances such as antimony, along with the use of renewable energy in manufacturing operations, further demonstrates the Company's focus on sustainable and safe production practices.

Strict quality and safety standards are maintained throughout the entire product lifecycle. Ongoing research and development efforts enable the Company to introduce innovative products such as fully tempered 2 mm solar glass, which improves both durability and performance. In addition, responsible sourcing practices, the use of recyclable packaging, and a lifecycleconscious design approach ensure that BRL's products align with global sustainability standards while consistently prioritizing user safety.

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.**

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	66.00%*	100.00%	The costs relate to investments made in initiatives focused on reducing dependence on environmentally harmful substances, including efforts to eliminate antimony from solar glass and transition to antimonyfree products.
Capex	8.90%**	79.01%	Implementation of software solutions at the R&D center, along with resource conservation initiatives across the solar glass manufacturing process.

**Lower due to increased focus on the development of in-house AR coatings.*

***Higher due to the purchase of a perpetual software license for CFD simulations (ANSYS).*

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

Yes, the sustainable sourcing policy adopted by the Company demonstrates a strong commitment to advancing sustainability across the entire supply chain. Built on the principles of ethics, transparency, and sound governance, the policy sets clear and robust expectations related to environmental responsibility, workplace health and safety, and ethical conduct. Suppliers are encouraged to comply with Borosil Renewables' Supplier Code of Conduct and to adopt practices that promote sustainability throughout all areas of their operations.

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

During FY 2025-26, 30.22% of the Company's input materials were sourced through sustainable practices, largely from local suppliers and micro, small, and medium enterprises (MSMEs). Key goods and services are procured from licensed and regulated vendors, with whom the Company maintains longstanding and collaborative partnerships.

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**

At Borosil Renewables, we are committed to implementing sustainable waste management practices that prioritize environmental responsibility, efficient use of resources, and compliance with applicable regulations. Our waste management approach follows a comprehensive framework that addresses the handling of various waste streams generated across our operations. Through these initiatives, the Company seeks to minimize environmental impact, conserve valuable resources, and contribute to a cleaner and more sustainable future.

We also remain focused on continuously strengthening our waste management practices by adopting innovative solutions and engaging relevant stakeholders to support our sustainability objectives.

The Company's Waste Management Policy outlines key components that include the following elements:

a. Regulatory Compliance

b. Waste Reduction at Source

c. Effective Waste Segregation at Scrap Yard Designated Areas

d. Recycling Partnerships

e. Sustainable Practices for Wet Waste Treatment at Source

Product	Process to safely reclaim the product
Plastics (Including packaging)	All plastic waste generated by the Company is securely stored, properly transported, and routed to governmentapproved recyclers for processing. This approach ensures responsible handling and effective recycling of plastic waste, thereby helping to minimize the Company's environmental footprint.
E- Waste	Electronic waste generated at the manufacturing facility is stored in designated locations and subsequently transferred to recyclers approved by the Gujarat Pollution Control Board (GPCB) for appropriate processing. Detailed records of ewaste generation and disposal are maintained (Form No. 06) to ensure proper tracking and compliance with GPCB guidelines.

Product	Process to safely reclaim the product
Hazardous Waste	We have established dedicated zones for storing hazardous waste, including empty bags, contaminated containers, and used oil. These storage areas are equipped with enclosed sheds and secondary containment arrangements to prevent spills and leakages. Each chamber is clearly identified with appropriate signage, and spill response kits are easily accessible within the scrap yard. Hazardous waste is stored for a period not exceeding 90 days. Handling protocols mandate the use of appropriate personal protective equipment (PPE), coverage of all involved personnel under the Workers' Compensation policy, and strict prohibition of hot work activities in or around the scrap yard. The handling of hazardous materials is treated as a critical activity and is supported by detailed briefings and proper documentation. Transportation of hazardous waste follows stringent controls, including the use of manifests, compliance with GPCB regulations, GPSenabled vehicles, and obtaining enduser consent for reuse or recycling. Defined procedures are also in place for the disposal of oilsoaked cotton waste, batteries, and plastic drums within prescribed timelines. The hazardous waste generated at the plant includes the following: i. Containers, barrels, and liners contaminated with hazardous chemicals or waste, classified under Category 33.3. ii. Used oil categorized under Category 5.1.
Other Waste	Our solid waste management approach is designed to address the specific characteristics of each waste stream while complying with applicable guidelines. Regular safety audits conducted at the plant support continuous evaluation and improvement of safety standards and operating practices. The Company is committed to achieving zero waste and promoting circular economy principles. Key waste management initiatives include: i. Material Reclamation from Customers: A significant proportion of packaging materials has been recovered, with 37.15% of steel pallets and nearly 3.13% of wooden pallets successfully reclaimed, demonstrating a strong focus on resource optimization and waste reduction. ii. Zero-Waste Solar Glass Manufacturing: All broken or rejected glass (culets) generated at the plant is reused within the production process, enabling the facility to operate as a zerowaste solar glass manufacturing unit. iii. Wet Waste Management: Wet waste generated at operational sites is efficiently managed through composting, converting it into manure and minimizing landfill disposal. iv. Biomedical Waste Disposal: Biomedical waste is segregated, stored, and disposed of in line with prescribed regulatory requirements to ensure environmental protection and safety. v. Recycling Partnerships: Waste generated across all plants is sold to governmentauthorized and registered recyclers, ensuring responsible recycling and compliant disposal practices. vi. Circular Economy Practices: The Company remains focused on embedding circular economy principles by reducing waste generation, reusing materials, and keeping resources in circulation for the maximum possible duration.

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.**

The Company has secured Extended Producer Responsibility (EPR) authorization for plastic waste from the Central Pollution Control Board (CPCB), in accordance with the Plastic Waste Management Rules, 2016 and subsequent amendments. It is registered under the category of Importer and Brand Owner. On an annual basis, the Company engages authorized waste management agencies to collect post-consumer plastic waste from the market, ensure its recycling, and generate plastic waste recycling credits. These credits are subsequently reflected on the CPCB EPR portal to fulfill the Company's EPR obligation targets.

LEADERSHIP INDICATORS

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company has not conducted any Life Cycle Assessment (LCA) for its products during FY 2025-26.					

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Recycle	NA	NA
Reuse Material		
a. Glass Cullet	29.86%	36.53%
b. Wooden Pallets	3.13%	8.20%
c. Steel Pallets	37.15%	43.00%

Wooden Pallets and Steel Pallets are returned from customers, whereas glass culets are reused in processes.

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	206.49	-	-	197.40	-
E-waste	-	26.902	-	-	-	-
Hazardous waste	-	135.75	-	27.17	76.44	-
Battery Waste	-	4.43	-	-	0.36	-
Other Waste	1,41,167.70	7,436.35	697.94	1,26,973.54	5,129.84	634.04

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Steel pallets	37.15
Wooden pallets	3.13

PRINCIPLE 3

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

Borosil Renewables Limited places strong emphasis on the well-being, safety, and development of its employees as well as individuals across its value chain. The Company is committed to providing a safe, inclusive, and equitable work environment through robust health and safety systems, ongoing training programs, and employee wellness initiatives. Diversity and equal opportunity are actively encouraged, supported by employee engagement and feedback mechanisms that help nurture a constructive and positive workplace culture.

Beyond its direct workforce, the Company extends its responsibilities to suppliers and business partners by promoting ethical labor practices throughout the value chain. This includes advocating fair remuneration, safe working conditions, and respect for human rights. In parallel, Borosil Renewables supports skill development and capacitybuilding initiatives across its value chain, enabling inclusive and responsible growth that is firmly rooted in principles of dignity, fairness, and social equity.

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	100.00	668	100.00	-	NA	612	91.62	-	NA
Female	13	13	100.00	13	100.00	13	100.00	-	NA	13	100.00
Total	**681**	**681**	**100.00**	**681**	**100.00**	**13**	**1.91**	**612**	**89.87**	**13**	**1.91**
Other than Permanent Employees											
Male	52	14	26.92	52	100.00	-	NA	-	NA	-	NA
Female	4	0	NA	4	100.00	4	100.00	-	NA	4	100.00
Total	**56**	**14**	**25.00**	**56**	**100.00**	**4**	**7.14**	**-**	**NA**	**4**	**7.14**

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	104	104	100.00	104	100.00	-	NA	104	100.00	-	NA
Female	-	-	NA	0	NA	-	NA	-	NA	-	NA
Total	**104**	**104**	**100.00**	**104**	100.00	**-**	**NA**	**104**	**100.00**	**-**	**NA**
Other than Permanent Workers											
Male	767	-	NA	767	100.00	-	NA	-	NA	-	NA
Female	93	-	NA	93	100.00	93	100.00	-	NA	93	100.00
Total	**860**	**-**	**NA**	**860**	100.00	**93**	**10.81**	**-**	**NA**	**93**	**10.81**

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.07%	0.09%

2. **Details of retirement benefits for Current and Previous Financial Years**

Sr. No.	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.)
1.	PF	100.00	100.00	Yes	100.00	100.00	Yes
2.	Gratuity	100.00	100.00	Yes	100.00	100.00	Yes
3.	ESI	NA	NA	NA	NA	NA	NA
4.	NPS	7.63	NA	Yes	NA	NA	NA

3. **Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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 Company's facilities are designed to be accessible to differently abled employees, and continuous efforts are underway to further enhance infrastructure and make the workplace increasingly friendly and accommodating for individuals with diverse abilities.

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

Yes, Borosil Renewables Limited has established an Equal Opportunity, Diversity & Inclusion Policy that is aligned with the requirements of the Rights of Persons with Disabilities Act, 2016. This policy reflects the Company's commitment to cultivating an inclusive, respectful, and nondiscriminatory workplace. It ensures that people with disabilities are afforded equal opportunities across all stages of employment, including hiring, training, career progression, and the provision of appropriate workplace accommodations.

The policy explicitly incorporates the provisions of the Rights of Persons with Disabilities Act, 2016 and also makes reference to the Transgender Persons (Protection of Rights) Act, 2019. It promotes fair, unbiased, and meritbased practices, encourages sensitization and training initiatives, and ensures that employmentrelated decisions are based solely on relevant skills and capabilities, without discrimination on the grounds of disability or any other protected characteristic. Relevance details are outlined in the Company's Equal Opportunity, Diversity & Inclusion Policy.

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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

Note: In the current financial year, none of the employees had taken maternity leave.

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

		Yes/No (If yes, then give details of the mechanism in brief)
1.	Permanent Workers	Borosil Renewables has established a Grievance Redressal Committee for its employees and workers to address individual concerns in a fair, transparent, and timely manner. The objective of the Committee is to resolve grievances effectively and promote a work environment that aspires toward having no unresolved complaints, thereby supporting productivity and a positive, harmonious workplace culture. The mechanism helps employees understand the appropriate process for raising workrelated grievances and assists managers in addressing and resolving such matters efficiently. Grievances may be submitted in writing or communicated through the designated email ID: brlgrievancecommittee@borosil.com. The Grievance Redressal Committee comprises representatives from multiple levels of management, including senior leadership and members from the workmen cadre. Resolutions are arrived at within a reasonable timeframe, typically not exceeding one month from the date of the Committee's recommendations, ensuring timely closure of concerns.
2.	Other than Permanent Workers	
3.	Permanent Employees	
4.	Other than Permanent Employees	

7. **Membership of employees and workers 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)
Permanent Employees						
Total	**681**	**-**	**NA**	**630**	**-**	**NA**
Male	668	-	NA	619	-	NA
Female	13	-	NA	11	-	NA
Permanent Workers						
Total	**104**	**104**	**100.00**	**110**	**110**	**100.00**
Male	104	104	100.00	110	110	100.00
Female	-	-	NA	-	-	NA

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	524	78.44	488	73.05	669	583	87.14	451	67.41
Female	13	7	53.85	6	46.15	16	8	50.00	6	37.50
Total	**681**	**531**	**77.97**	**494**	**72.54**	**685**	**591**	**86.28**	**457**	**66.72**
Workers										
Male	871	740	84.96	131	15.04	941	835	88.74	140	14.88
Female	93	66	70.97	18	19.35	104	80	76.92	17	16.35
Total	**964**	**806**	**83.61**	**149**	**15.46**	**1,045**	**915**	**87.56**	**157**	**15.02**

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

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	619	578	93.38
Female	13	13	100.00	11	10	90.91
Total	**681**	**639**	**93.83**	**630**	**588**	**93.33**
Workers						
Male	104	-	NA	110	-	NA
Female	-	-	NA	-	-	NA
Total	**104**	**-**	**NA**	**110**	**-**	**NA**

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 has put in place a comprehensive Occupational Health and Safety Management System across all its facilities. The manufacturing unit is certified under ISO standards for both Occupational Health and Safety Management and Environmental Management Systems. This system incorporates a wide range of health and safety measures, including the following:

i. **Fire Safety & Emergency Systems**

- Fire and smoke detectors, fire extinguishers, and sprinkler systems installed across premises
- All firefighting and safety equipment under regular maintenance contracts
- Periodic fire drills conducted for emergency preparedness

ii. **Occupational Health & Safety Monitoring**

- Air quality assessments conducted annually to ensure a safe work environment

iii. **Water Quality & Hygiene**

- Drinking water tested twice a year by approved laboratories to ensure safety

iv. **Medical & First Aid Readiness**

Availability of:

- First aid boxes
- Wheelchairs
- Foldable stretchers at each plant for emergency situations

v. **Emergency Communication & Response Preparedness**

- Emergency contact details (police, ambulance, hospitals, building management) displayed at all workstations

vi. **Preventive Maintenance & Compliance Systems**

- Established maintenance contracts ensuring regular upkeep of safety equipment

Together, these measures ensure a proactive and systematic approach to occupational health and safety, supporting a secure, responsive, and employee-centric workplace.

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 adopted a structured, multilayered, and proactive framework to identify workplace hazards and assess risks across all operational areas. These processes are designed to safeguard the health and well-being of employees and workers during both routine and non-routine activities.

Routine Activities

- A comprehensive Hazard Identification and Risk Assessment (HIRA) framework is applied to all operational processes, enabling systematic evaluation of risks, including their causes, potential consequences, and overall impact.
- Job Safety Analysis (JSA) and Process Hazard Analysis (PHA) are carried out to assess risks associated with specific tasks and operational processes.

- Hazards and Operability (HAZOP) studies are conducted to examine complex systems and identify deviations that could result in potential hazards
- Regular safety inspections and daily toolbox briefings are undertaken to sustain continuous awareness and vigilance.

NonRoutine Activities

- A strict Permit-to-Work (PTW) system is implemented, supported by detailed preexecution risk assessments that evaluate factors such as severity, likelihood, nature of work, and prevailing environmental conditions.
- Compliance with PTW requirements is ensured through clearly defined Standard Operating Procedures (SOPs) and internal guidelines.

Employee Engagement and Reporting

- Employees and workers are encouraged to promptly report unsafe acts, unsafe conditions, workplace incidents, accidents, or near-miss situations.
- Inputs and feedback are gathered through regular meetings and routine shopfloor visits conducted by the safety team.

Risk Mitigation and Controls

- Suitable risk mitigation measures are implemented based on identified hazards.
- Control measures are prioritized according to the level of risk and severity to ensure focused and effective risk management.

Continuous Improvement

- Periodic safety audits are conducted to assess safety systems, infrastructure, and operational practices.
- Findings from these audits are used to identify improvement areas and reinforce adherence to high safety standards.
- Incident data and statistics are closely reviewed to identify weaknesses and guide future safety enhancements.

This integrated approach ensures that hazard identification and risk assessment remain an integral part of the Company's operational culture, supporting a safe, resilient, and proactive workplace environment.

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 clear and effective processes that allow employees to report workrelated hazards and withdraw from potentially unsafe situations whenever required. These mechanisms are designed to promote a strong culture of safety, openness, and proactive risk management.

Reporting Mechanisms

- An organized and easily accessible reporting framework enables employees to promptly raise concerns, report incidents, or share safety observations.
- Multiple reporting options are provided, including workplace signboards and direct communication with designated safety personnel.
- Identified safety representatives are responsible for receiving reports and ensuring that concerns are addressed in a timely and efficient manner.

Awareness and Training

- Regular awareness initiatives are conducted to educate employees and workers on operational hazards and the associated control measures.
- Training programs equip employees to identify unsafe conditions and report them to the safety officer without delay.
- Behaviour-Based Safety (BBS) programs are implemented to help employees recognize hazardous situations and take appropriate action, including isolating themselves from risk.

Preventive and Corrective Measures

- The Health and Safety team evaluates reported unsafe conditions and recommends corrective actions to reduce or eliminate risks.
- Mock drills are conducted periodically to familiarize employees with emergency response procedures and evacuation protocols.
- Routine safety audits are carried out to detect processrelated hazards and strengthen overall safety performance.

Empowerment and Engagement

- Employees are actively encouraged to report unsafe acts, unsafe conditions, incidents, and near-miss events.
- Individuals are empowered to step away from hazardous situations without fear of retaliation, reinforcing a strong safetyfirst culture.

Together, these measures ensure the development of a responsive and resilient safety environment where employees are protected, informed, and encouraged to act in the interest of their own safety and well-being.

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

Yes, all Company employees are provided access to nonoccupational medical and healthcare services. Doctors are available on call at Company facilities to diagnose and manage nonworkrelated health conditions, supported by regular health checkups. In addition, expenses related to the treatment of such conditions are covered, ensuring comprehensive healthcare support beyond occupational health requirements.

11. Details of Safety related incidents

S. no.	Safety Incident/Number	Category	FY 2025-26	FY 2024-25
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2.39	0
		Workers	2.29	0
2	Total recordable work-related injuries	Employees	9	0
		Workers	15	0
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
		Workers	1	0

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

To ensure a safe and healthy workplace, the Company has put in place a range of measures, as outlined below:

a. Hazard Elimination:

Workplace safety is maintained through compliance with Occupational Safety and Health Administration (OSHA) standards and regulations. Digital signage systems are used to remind employees about correct body posture, forklift operation safety, personal protective equipment (PPE) usage, and methods to prevent slips, trips, and falls. Employees are encouraged to proactively identify and report safety concerns, and prompt corrective actions are taken to address reported issues. A QR code–based hazard reporting system is in place to report unsafe acts, unsafe conditions, and near-miss incidents, with timely corrective actions.

b. Comprehensive Training:

All employees receive safety training in a language they understand. New hires are provided with induction training, while refresher training is conducted for existing employees or when there are changes in job roles. Key safety messages are reinforced through electronic display boards positioned across the workplace. Life Saving Safety Rules (LSSR) have been defined and enforced, with regular communication, monitoring, and corrective action in case of violations.

c. Provision of Equipment:

Safe and well maintained tools and equipment are provided to employees. Digital signage is used to promote injury prevention, and training is imparted on the safe handling of hazardous materials, lockout and tagout procedures, and machine guarding requirements.

d. Visual Safety Aids and Messages:

The workplace utilizes colour coding, posters, labels, and signage to clearly communicate potential hazards. OSHA posters are prominently displayed, and digital signage is used to share important safety information and updates with employees.

e. Safety Committee and Regular Meetings:

A workplace health and safety committee has been constituted with representatives from multiple departments, including senior management and shopfloor employees. The committee convenes quarterly to discuss safety topics, inspection findings, injury and illness data, and other safetyrelated matters. In addition, regular departmentlevel and Companywide safety meetings are conducted to gather employee feedback, strengthening hazard identification and supporting employee well-being.

f. Engaging Safety Learning:

Safety learning initiatives incorporate engaging and interactive elements to keep employees involved, improve retention of safety information, and encourage active participation in accident prevention.

g. Periodic Health and Safety Audits:

The Company conducts regular internal and external health and safety audits to evaluate workplace conditions and ensure the continued maintenance of a safe and healthy environment for all employees. Regular health checkups and occupational health monitoring are conducted to support employee health, hygiene, and workplace well-being.

h. Governance:

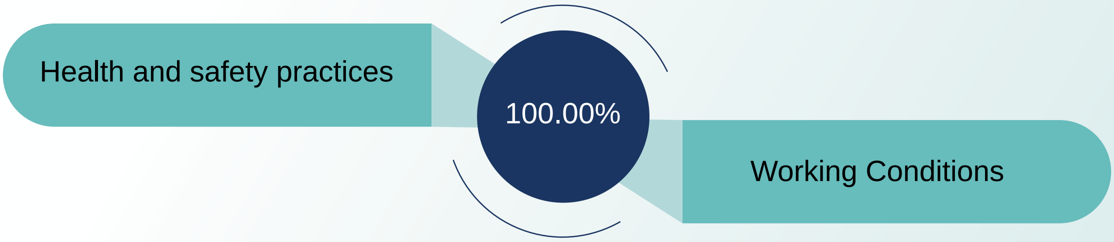
Incidents are formally reported, investigated, and corrective and preventive actions are implemented to avoid recurrence.

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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	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)



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.

Borosil Renewables Limited remains firmly focused on providing a safe and healthy working environment across all areas of its operations. Throughout the reporting period, multiple corrective and preventive measures were implemented to address safetyrelated incidents and significant risks identified through assessments of health and safety practices and working conditions. Key actions undertaken include:

- Greater emphasis was placed on the effective execution of the Quality, Health, Safety, and Environmental (QHSE) Policy, ensuring adherence to all applicable statutory and internal safety requirements while encouraging proactive risk prevention practices. As part of this effort, a departmentwise Personal Protective Equipment (PPE) matrix was prepared and implemented, and awareness posters were displayed at site to reinforce appropriate PPE usage.
- Systematic safety audits and detailed risk assessments were carried out to identify potential hazards, followed by the implementation of appropriate mitigation measures such as engineering controls and process enhancements. Additionally, a QR codebased system was implemented to enable employees and contractor manpower to report unsafe acts, unsafe conditions, and well-being incidents.
- Employee awareness on safety was strengthened through focused training sessions, regular safety drills, and Behaviour-Based Safety programs aimed at promoting safe work practices and minimizing unsafe behaviours. Life Saving Safety Rules (LSSR) were developed and enforced, with defined penalties and necessary corrective actions for violations of critical safety requirements.
- Emergency response procedures and business continuity plans were established and periodically reviewed to ensure preparedness for unexpected incidents and emergencies.
- A strong safety culture was encouraged through structured feedback mechanisms and active engagement with the Joint Health and Safety Committee, enabling prompt identification and resolution of employeeraised concerns. Reported unsafe acts and unsafe conditions were communicated to the concerned departments and followed up to ensure timely corrective action and compliance.

These initiatives demonstrate our continued commitment to improving health and safety performance, with a strong emphasis on safeguarding employee well-being.

LEADERSHIP INDICATORS

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?**

Employees	Workers
Yes	Yes

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

The Company ensures that all applicable statutory dues are accurately deducted and deposited in full compliance with relevant regulatory requirements. As part of this process, statutory compliances by value chain partners are monitored on a monthly basis, with supporting documents such as challans and Electronic Challan and Return (ECR) reports collected and reviewed as evidence of compliance.

These processes are periodically examined through internal audits, and are also subject to review under statutory audits to ensure adherence, accuracy, and timely deposit of dues. In addition, the Company expects its value chain partners to operate in line with business responsibility principles and uphold standards of transparency, integrity, and accountability.

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
Employees	1	Nil	1	Nil
Workers	1	Nil	1	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)**

No

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

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

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.**

Not Applicable

PRINCIPLE 4

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

1 NO POVERTY

5 GENDER EQUALITY

11 SUSTAINABLE CITIES AND COMMUNITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Borosil Renewables Limited maintains active and ongoing engagement with a broad range of stakeholders, including customers, employees, investors, suppliers, regulatory authorities, and local communities. The Company understands that carefully recognizing and addressing stakeholder expectations is vital to achieving sustainable and inclusive growth. To support this, it fosters open communication channels and regularly collects feedback to ensure its strategies remain aligned with stakeholder priorities and emerging concerns.

By emphasizing transparent disclosures, ethical business conduct, and inclusive decisionmaking processes, Borosil Renewables builds strong trustbased, longterm relationships. Stakeholder insights are systematically incorporated into the Company's ESG initiatives, product development efforts, and community development programs, ensuring that business actions generate shared value while contributing positively to social advancement and environmental sustainability.

ESSENTIAL INDICATORS

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

   Borosil Renewables Limited adopts a comprehensive and adaptive approach to identify its key stakeholder groups, taking into account their significance, level of influence, and connection to the Company's operations and strategic direction. Stakeholders are classified based on the extent to which they can impact, or are impacted by, the Company's activities, decisions, and overall performance.

   This identification approach involves:

   - Analyzing the degree to which stakeholders can influence business outcomes, regulatory compliance, and the Company's reputation.
   - Examining how the Company's operations affect stakeholders, particularly in relation to environmental impact, employment opportunities, and community well-being.
   - Assessing the alignment of stakeholder interests with Borosil's long-term priorities, such as sustainability, innovation, and value creation.

   Following this evaluation, key stakeholder groups including shareholders, customers, industry bodies, value chain partners, employees, government and regulatory authorities, leadership, and local communities are given due priority. Through consistent engagement and transparent dialogue, Borosil addresses stakeholder expectations, incorporates their feedback into its decision-making processes, and cultivates relationships that extend beyond routine interactions. This structured approach reinforces accountability, drives sustainable development, and ensures that business practices remain closely aligned with stakeholder interests.

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 (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
External Stakeholders				
Communities	Yes, children and women from the local community workforce are acknowledged as disadvantaged, vulnerable, and marginalized groups.	The engagement team works closely with the local community to gain a clear understanding of their needs and expectations. This relationship is further strengthened through various community development initiatives carried out by the Company. In addition, several of the Company's CSR programs are specifically designed to engage with stakeholders who belong to disadvantaged, vulnerable, and marginalized groups.	On a continual basis	To identify and respond to the concerns of communities located near the plant premises, while supporting them in meeting their needs and improving overall well-being.
Shareholders	No	Information is shared through regular updates, annual reports, analyst and institutional investor conferences, as well as via email communications, newspaper advertisements, and official announcements made through stock exchanges.	Quarterly/ Annually/ Periodic basis	To keep them informed about the Company's updates, developments, and overall performance.
Customers	No	Communication is carried out through emails, pamphlets, and the Company's website, along with participation in exhibitions and engagement via social media platforms.	On continual basis	Promoting products, monitoring leads and opportunities, collecting information, strengthening relationships, handling complaints, and obtaining customer feedback.
Associations	No	Active involvement through participation in annual conferences and engagement in consultation processes.	Annual/Periodic basis	To collaborate with peers and jointly address industryrelated challenges while advancing innovation.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Value Chain Partners	No	Communication takes place through phone calls, email, social media platforms, websites, and participation in conferences.	On continual basis	To strengthen sustainable practices by fostering collaboration and ensuring that business operations generate value across the entire supply chain.
Government and Regulators	No	Communication is carried out through the Company website, online portals, email correspondence, and statutory filings.	Need-based and compliance based	To ensure full compliance with all applicable laws, regulations, and statutory requirements.
		Internal Stakeholders		
Employees	No	Employee engagement is facilitated through townhall meetings, emails, notice boards, staff surveys, training programs, and performance management processes.	On continual basis (Townhall- Twice a year Emails and Notice boards- as and when required)	To communicate the company's vision, performance, challenges and opportunities, and to gather employee feedback for improving systems, processes, and overall productivity.
Leadership	No	Updates are routinely shared with the Board and senior leadership through formal Board meetings and structured familiarization programs.	Quarterly/Need basis	To evaluate organizational performance, take decisions on future courses of action, and approve required measures in line with identified needs and priorities.

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 acknowledges that engaging with stakeholders plays a critical role in shaping its sustainability approach and ensuring that business decisions are aligned with stakeholder expectations. Key stakeholder groups include customers, investors, employees, and suppliers, are engaged through structured methods such as direct interactions, surveys, and dedicated feedback sessions.

As part of its ESG materiality assessment process, BRL undertakes stakeholder surveys to identify and assess material economic, environmental, and social matters. The inputs received are systematically analyzed and plotted on a materiality matrix, enabling the Company to prioritize issues based on their importance to stakeholders and their potential impact on business operations.

Insights drawn from stakeholder consultations and the resulting materiality matrix are formally presented to the Board of Directors. This process ensures that stakeholder perspectives are embedded into strategic planning and decisionmaking. By integrating stakeholder feedback into its governance framework, BRL enhances transparency, accountability, and the creation of longterm sustainable value.

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 by the Company to support the identification and effective management of environmental and social matters. As part of its ESG materiality assessment, the Company engages key stakeholder groups, such as customers, investors, employees, and suppliers, through structured surveys as well as direct interactions.

Feedback received on Environmental, Social, and Governance topics is reviewed by senior management and the Board of Directors. This engagement is guided by the outcomes of the materiality assessment, associated risk evaluations, and the significance of stakeholder inputs. The insights are prioritized using a materiality matrix, which helps determine key issues based on their importance to stakeholders and their impact on the Company’s operations.

The prioritized outcomes are then embedded into the Company’s policies and initiatives. For example, concerns raised by stakeholders regarding workplace safety, energy efficiency, and responsible sourcing have resulted in stronger safety measures, higher investment in clean and efficient technologies, and more robust supplier governance frameworks. This structured approach ensures that stakeholder expectations are fully integrated into BRL’s sustainability strategy and daytoday operational decisionmaking.

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

The Company is committed to supporting disadvantaged, vulnerable, and marginalized groups through Corporate Social Responsibility (CSR) initiatives. The Company’s CSR policy, approved and periodically reviewed by the Board’s CSR & ESG Committee, is designed to maximize positive impact on communities and beneficiaries, particularly those near its operational areas.

Engagement with these groups is carried out both directly and through well-established partner organizations. Over the past year, Borosil Renewables has implemented several projects aimed at addressing the needs of marginalized communities. These include fruit tree plantation drives, operating schools in tribal regions, environment protection initiatives like upgradation of irrigation system, installation of energy efficient LED lights etc and improving infrastructure for education and healthcare facilities.

During the year under review, the Company has made CSR contribution of ₹ 108.96 lakhs for Construction of 342 borewells under the Jal Sanchay Jan Bhagidari initiative of Ministry of Jal Shakti, in Bharuch district or its vicinity areas in Gujarat.

The Company maintains cordial relationships with vulnerable groups by proactively engaging with communities that may be impacted by its operations. Concerns are identified and addressed in a timely manner. Feedback from these engagements informs the design and execution of CSR projects, ensuring that initiatives are tailored to uplift and empower marginalized stakeholders.

PRINCIPLE 5

Businesses should respect and promote human rights

Borosil Renewables Limited is dedicated to respecting and advancing human rights throughout its operations and across the entire value chain. The Company is committed to ensuring fair treatment, equal opportunity, and nondiscrimination for all employees, while cultivating a workplace that is safe, inclusive, and respectful. Its policies and operating practices are aligned with applicable national regulations and internationally recognized human rights principles, emphasizing dignity, freedom, and mutual respect.

In parallel, the Company expects its suppliers and business partners to follow ethical labor practices, including strict prohibition of child labor, forced labor, and any form of exploitation. Through periodic audits, targeted training programs, and continuous engagement with stakeholders, Borosil Renewables consistently reinforces its human rights commitments, ensuring that its business activities positively contribute to the well-being of individuals and the communities affected by its operations.

ESSENTIAL INDICATORS

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

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	681	437	64.17	630	170	26.98
Other than permanent	56	17	30.36	55	13	23.64
Total employees	**737**	**454**	**61.60**	**685**	**183**	**26.72**
Workers						
Permanent	104	58	55.77	110	25	22.73
Other than permanent	860	280	32.56	935	350	37.43
Total workers	**964**	**338**	**35.06**	**1,045**	**375**	**35.89**

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

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										
Male	668	-	NA	668	100.00	619	-	NA	619	100.00
Female	13	-	NA	13	100.00	11	-	NA	11	100.00
Other than permanent										
Male	52	38	73.08	14	26.92	50	35	70.00	15	30.00
Female	4	4	100.00	-	0.00	5	3	60.00	2	40.00
Workers										
Permanent										
Male	104	-	NA	104	100.00	110	-	NA	110	100.00
Female	-	-	NA	-	NA	-	-	NA	-	NA
Other than permanent										
Male	767	767	100.00	-	NA	831	831	100.00	-	NA
Female	93	93	100.00	-	NA	104	104	100.00	-	NA

3. **Details of remuneration/salary/wages**

a. **Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ lakhs)
Board of Directors (BoD)	8	33.50	1	33.50
Key Managerial Personnel (Other than Board Members)	2	101.80	0	-
Employees other than BoD and KMP	665	5.20	13	5.00
Workers	104	5.29	0	-

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	2.93%	3.56%

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 established a dedicated Grievance Redressal Committee to address any human rights related impacts or concerns arising from its business activities. This committee is responsible for ensuring that matters linked to ethical conduct, workplace rights, and social responsibility are handled in a prompt, transparent, and fair manner. It acts as a central mechanism for receiving, examining, and resolving grievances, thereby reinforcing the Company's commitment to respecting and upholding human rights across its entire value chain.

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

   The Company regards the protection and promotion of human rights as a fundamental value and has put in place robust internal systems to ensure fair, ethical, and inclusive practices while effectively addressing related concerns across its operations. A dedicated Grievance Redressal Committee functions as the central platform for receiving, examining, and resolving human rightsrelated grievances. Employees and workers are provided with multiple channels to raise concerns like verbally, in writing, or through email this ensures ease of access as well as confidentiality. All reported matters are handled in line with the Company's Human Rights Policy and Stakeholder Engagement and Grievance Redressal Policy, with a focus on impartiality and timely resolution.

   The Company follows a strict zerotolerance approach toward slavery, forced or child labor, human trafficking, violence, harassment, and any form of abuse, whether physical, sexual, psychological, or verbal. Reasonable safeguards are implemented to protect employee well-being while respecting individual privacy and dignity. Borosil Renewables strives to maintain a safe, inclusive, and respectful workplace, free from discrimination based on ethnicity, gender, caste, religion, disability, or any other attribute.

   These frameworks are reinforced through regular awareness programs and a culture that encourages openness, enabling early identification and effective resolution of human rights issues. Through this comprehensive approach, the Company ensures that human rights are not only safeguarded but actively upheld throughout its value chain. Additional details are available in the Human Rights Policy and the Stakeholder Engagement and Grievance Redressal Policy.

   These mechanisms also support human rights due diligence by enabling the identification and resolution of potential gaps in organizational practices, thereby fostering a more inclusive and equitable work environment.

6. **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
Sexual Harassment	1	Nil	Non-permanent employee dismissed	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labor	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labor/ Involuntary Labor	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	Nil
Complaints on POSH as a % of female employees / workers	0.90%	Nil
Complaints on POSH upheld	1	Nil

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

We actively promote a workplace environment grounded in dignity, mutual respect, and transparency. The Company has established strong safeguards to ensure that individuals who report instances of discrimination or harassment are fully protected against any form of retaliation, victimization, or adverse consequences.

1. **Confidentiality and Privacy Protection:**

   The Company places the highest importance on preserving the confidentiality of all complaints related to discrimination and harassment. All reports and associated information are managed with strict discretion in line with the Policy on Sexual Harassment (PoSH) and the Whistleblower Policy. Any violation of confidentiality is regarded as a serious breach and may attract disciplinary action.

2. **Independent Internal Committee (IC):**

   In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Borosil Renewables has constituted an Independent Internal Committee comprising representatives from diverse functional areas. The committee operates independently to examine complaints and recommend suitable actions, ensuring fairness, neutrality, and objectivity.

3. **Whistleblower Protection:**

   The Whistleblower Policy enables employees and business associates to report unethical or improper conduct through protected disclosures. Such disclosures may be made either orally or in writing, and anonymous reporting channels are available for serious concerns. The policy strictly prohibits any form of retaliation against whistleblowers.

4. **NonRetaliation Assurance:**

   A strict nonretaliation framework is enforced across the organization. Individuals raising complaints are assured that reporting misconduct will not negatively impact their employment status, performance assessments, or career progression. This commitment is reinforced through leadership messaging and internal communications.

5. **Training and Awareness:**

   Periodic training and awareness programs are conducted to educate employees on workplace rights, grievance redressal mechanisms, and standards of respectful conduct. These programs also highlight the importance of confidentiality and collective responsibility in supporting those who raise concerns.

6. **Monitoring and Governance:**

   All reported cases are systematically tracked and reviewed by designated governance bodies to ensure accountability and timely resolution. Relevant disclosures, along with actions taken, are reported through the Company's annual sustainability disclosures.

7. **Counselling and Support Mechanism:**

   Where required, appropriate counselling and support are provided to complainants to ensure their well-being and help address any emotional or psychological impact arising from discrimination or harassment incidents. This support is extended as part of the Company's commitment to fair treatment and a safe workplace environment.

Through these structured mechanisms, Borosil Renewables Limited reinforces its commitment to ethical governance, protection of human rights, and employee well-being, ensuring a safe, respectful, and supportive environment for all stakeholders.

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

Yes, provisions related to human rights are incorporated into the Company's business agreements and contractual arrangements. All suppliers and service providers are required to formally accept and comply with the humanrightsrelated requirements outlined in the BRL Supplier Code of Conduct before the execution of any business agreements or contracts.

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	100%
Forced Labor/ Involuntary Labor	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
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

Corrective actions taken / underway to address significant risks or concerns include:

- Conducting employee awareness programs on human rights to strengthen understanding and compliance across the organization.
- Undertaking internal audits to review adherence to human rights–related policies and identify any gaps in compliance.

LEADERSHIP INDICATORS

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

Not applicable, as no human rights-related grievances or complaints were reported to Borosil Renewables Limited during the reporting period. As a result, there was no requirement to introduce or modify any business processes in relation to human rights matters.

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

Yes, we undertook thirdparty audits as part of its oversight and monitoring mechanisms to assess compliance within its operations and value chain, including aspects relevant to human rights. While no separate, standalone human rights due diligence framework was implemented during the year, these thirdparty audits formed part of the Company's efforts to identify potential risks and ensure adherence to applicable standards. The Company continues to monitor its operations and remains committed to strengthening its human rights due diligence approach as required.

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, in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, the Company's premises and office locations are designed to be accessible to differently abled visitors. Proactive steps have been taken to create barrierfree access and to develop inclusive infrastructure across all operational sites, ensuring ease of movement and accessibility for individuals with diverse abilities.

4. Details on assessment of value chain partners

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

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

Environmental responsibility is a central pillar of the Company's operating philosophy, with sustainability firmly embedded across its core activities. As a manufacturer of solar glass, Borosil Renewables plays a direct role in enabling the transition to clean energy. In addition, the Company expanded its renewable energy capacity through investments in wind–solar hybrid and wind power projects, including a 10 MW wind-solar hybrid power plant and a 1.5 MW wind farm, along with the commissioning of an additional 16.5 MW hybrid facility in March 2026.

Protection and restoration of the environment are further supported through disciplined resource management, focused waste reduction initiatives, and the removal of hazardous substances such as antimony from product formulations. The Company advances circular economy principles by adopting recyclable packaging solutions and practicing sustainable sourcing. Water-use efficiency is addressed through measures including rainwater harvesting and water recycling systems at manufacturing facilities. By continuously innovating and aligning its operations with global environmental standards, Borosil Renewables ensures that business growth remains consistent with ecological conservation and broader climate action objectives.

ESSENTIAL INDICATORS

1. **Details of total energy consumption (in GJ) and energy intensity**

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (GJ)	1,52,079.79	1,42,592.00
Total fuel consumption (B) (GJ)	-	-
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)	**1,52,079.79**	**1,42,592.00**
From non-renewable sources		
Total electricity consumption (D)	3,68,412.92	5,15,683.00
Total fuel consumption (E)	17,86,498.53	19,51,823.00
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**21,54,911.45**	**24,67,506.00**
Total energy consumed (A+B+C+D+E+F)	**23,06,991.24**	**26,10,098.00**

Parameter	FY 2025-26	FY 2024-25
Energy intensity per rupee of turnover (Total energy consumed/ Revenue in ₹ lakhs from operations)	15.03	23.52
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* GJ/USD lakhs (Total energy consumed / Revenue from operations adjusted for PPP)	305.73	485.84
Energy intensity in terms of physical output	-	-
Energy intensity (GJ/Employee)	3,130.25	3,810.36

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

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

   No

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)	**-**	**-**
(i) Surface water	-	-
(ii) Groundwater	3,64,684.00	3,99,833.00
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**3,64,684.00**	**3,99,833.00**
Total volume of water consumption (in kiloliters)	**3,64,684.00**	**3,99,833.00**
Water intensity per rupee of turnover (Total water consumption / Revenue in ₹ lakhs from operations)	2.38	3.60
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) kL/USD lakhs (Total water consumption/ Revenue from operations adjusted for PPP)	48.33	74.42
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	494.82	583.69

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

4. **Provide the following details related to water discharged**

Parameter		FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)			
(i)	To Surface water		
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
(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		
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
(v)	Others		
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	Total water discharged (in kilolitres)	**-**	**-**

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

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

Yes, the Entity has implemented a Zero Liquid Discharge (ZLD) mechanism to manage wastewater responsibly.

1. **ZLD Approach and Objective**

The Company has adopted a Zero Liquid Discharge mechanism to ensure that treated wastewater generated at the manufacturing facility is reused and not released into the surrounding environment. This approach supports responsible and sustainable wastewater management practices.

2. **Wastewater Treatment Facilities**

- To manage different types of wastewater, the manufacturing facility operates multiple treatment systems, including: A Membrane Bioreactor (MBR) system has been installed with an initial capacity of 50 KLD, subsequently enhanced by the addition of two units of 5 KLD each, one unit of 15 KLD, and one unit of 100 KLD.
- A Reverse Osmosis (RO) plant.
- A Cooling Tower and Low Conductivity Water Collection System (CLWCS) plant
- A Sewage Treatment Plant (STP).

These facilities collectively increase the overall wastewater treatment capability of the plant.

3. **Treatment Methodology**

Wastewater is subjected to chemical treatment to neutralize contaminants, followed by biological treatment processes that effectively break down organic matter and remove pathogens. Separate treatment systems are utilized based on the nature of the wastewater stream.

4. **Reuse and Utilization of Treated Water**

Treated water from the MBR system, RO plant, CLWCS plant, and STP is reused within the facility for various applications, including process requirements, utilities, washing, and gardening purposes. This enables an internal reuse cycle and minimizes freshwater consumption.

5. **Environmental Responsibility**

Through the implementation of multiple treatment facilities and reuse of treated water, the ZLD mechanism underscores the Company's commitment to minimizing environmental impact and promoting sustainable water management practices.

This framework demonstrates Borosil Renewables Limited's focus on effective wastewater management and responsible resource utilization.

6. **Provide details of air emissions (s than GHG emissions) by the entity**

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	µg/m³	13.12	7.79
SOx	µg/m³	8.02	4.42
Particulate matter (PM10)	µg/m³	18.58	32.39
Particulate matter (PM2.5)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	mg/m³	5.77	6.32
Hazardous air pollutants (HAP)	NA	NA	NA
Others – (SO_2, NO_2, CO)	NA	NA	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: No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_2e	1,33,858.29	1,16,453.08
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_2e	72,659.22	74,618.38
Total Scope 1 and 2 Emissions	**tCO_2e**	**2,06,517.51**	**1,91,071.46**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue in ₹ lakhs from operations)	(tCO_2e/ Rupee lakhs)	1.35	1.72
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)	tCO_2e/ USD lakhs	27.37	35.56

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO_2 e / employee	280.21	278.93

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

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

Yes, the Company has undertaken multiple initiatives to reduce greenhouse gas (GHG) emissions, underscoring its commitment to environmentally responsible and sustainable operations:

a. Renewable Energy Sourcing:

In FY 2025–26, the Company sourced 29.3% of its total energy from renewable sources such as wind and solar power. This strategic shift significantly contributes to the reduction of Scope 2 GHG emissions.

b. Energy Efficiency Initiatives:

A series of targeted energyefficiency initiatives have been implemented across manufacturing operations to optimize equipment usage, reduce idle running, and minimize nonproductive energy consumption.

- Automation and VFD-based control of acoustic blowers in TL3, TL4, and TL5, enabling reduced speeds during nofeeding conditions
- Automation of TL5 cooling and quenching blowers to align power consumption with actual process demand
- Conveyor line integration logic in TL6, TL7, and TL8 to automatically stop conveyors during noglass conditions before and after furnaces
- Reduction of nonload losses by stopping the TL2 transformer when not required
- Lighting timer installation in auxiliary areas to eliminate unnecessary daytime energy use
- Cooling tower circulation pump optimization by shifting from DOL operation to VFDbased control as per actual load requirements

Collectively, these measures have resulted in energy savings of approximately 529 kWh per day, translating into significant annual cost savings, reduced overall power consumption, and a measurable reduction in associated emissions.

c. Green Energy Infrastructure:

The Company has invested in renewable energy infrastructure comprising a 10 MW wind–solar hybrid power plant, a 1.5 MW wind farm, and a 16.5 MW wind–solar hybrid power plant operational from March 2026.

d. Low Carbon Product Development:

BRL manufactures antimonyfree solar glass that supports clean energy generation while eliminating the use of toxic substances. In addition, advanced antireflective and antisoiling coatings improve solar panel efficiency and help reduce water consumption during operations.

e. Sustainable Packaging and Logistics:

Greater adoption of steel pallets for product transportation has reduced reliance on singleuse packaging materials and lowered emissions associated with logistics activities.

Together, these measures highlight Borosil Renewables Limited's proactive approach to climate action and its commitment to aligning operations with national and global sustainability objectives.

9. **Provide details related to waste management by the entity**

Parameter	FY 2025-26	FY 2024-25
	Total Waste generated (in MT)	
Plastic waste (A)	207.97	299.00
E-waste (B)	26.90	-
Bio-medical waste (C)	0.02	0.05
Construction and demolition waste (D)	-	-
Battery waste (E)	4.43	0.36
Radioactive waste (F)	-	-
Other Hazardous waste- Please specify, if any. (G)	3.75	1.85
Other Non-hazardous waste generated (H). Please specify, if any.	1,49,432.48	1,32,737.10
Total (A + B + C + D + E + F + G + H)	**1,49,675.55**	**1,33,038.36**
Waste intensity per rupee of turnover (Total waste generated / Revenue in ₹ lakhs from operations)	0.98	1.19
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) MT/USD lakhs (Total waste generated / Revenue from operations adjusted for PPP)	19.84	24.76
Waste intensity in terms of physical output	-	-
Waste intensity (MT/Employee)	203.09	194.21

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

Category of waste	FY 2025-26	FY 2024-25
	Total Waste generated (in MT)	
(i) Recycled	7,809.89	5,404.09
(ii) Re-used	1,41,167.70	1,27,000.07
(iii) Other recovery operations	-	-
Total	**1,48,977.59**	**1,32,404.16**

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

Category of waste	FY 2025-26	FY 2024-25
	Total Waste generated (in MT)	
(i) Incineration	0.02	0.047
(ii) Landfilling	547.94	634.00
(iii) Other disposal operations	150.00	-
Total	**697.96**	**634.05**

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

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.**

Borosil Renewables Limited follows a structured and responsible approach to waste management and chemical safety, aligned with its environmental stewardship goals and regulatory requirements.

1. **Waste Handling and Operational Practices**

   Waste generated at the Company's establishments is managed through segregation at source, followed by daily transfer to designated storage areas. All waste streams are handled using scientifically approved methods to minimize environmental impact and ensure safe management. Systematic recordkeeping is maintained, with periodic reviews conducted on a monthly basis to identify opportunities for reuse and recycling and to reduce disposal to landfills.

2. **Recycling, Reuse, and Circular Economy Initiatives**

   The Company actively promotes recycling and reuse across a wide range of waste materials, including plastic drums, HDP bags, glass, paper, cardboard, metal, plastic, tyres, batteries, and electronic waste. In line with circular economy practices, glass cullet is utilized in the manufacturing process to reduce waste generation. Additionally, steel pallets returned from customers are reused, contributing to resource efficiency and waste reduction.

3. **Organic and Scrap Waste Management**

   Organic waste such as food waste from canteen operations and green waste from gardening activities is composted on site and reused as manure for landscaping purposes. To further improve segregation and efficient handling of scrap materials, the Company is developing a dedicated scrap yard for better categorization and management of scrap.

4. **Hazardous Waste Management and Compliance**

   All hazardous waste generated is disposed of exclusively through recyclers authorized by the Gujarat Pollution Control Board (GPCB), ensuring compliance with applicable statutory and environmental regulations. Strict procedures are followed to ensure safe handling, storage, and disposal of hazardous waste.

5. **Reduction of Hazardous and Toxic Chemicals**

   As part of its strategy to reduce the use of hazardous and toxic chemicals, the Company manufactures antimonyfree solar glass, thereby eliminating the use of toxic substances in its product. Continuous process optimization efforts are undertaken to minimize the use of hazardous chemicals wherever possible.

6. **Training, Safety, and Regulatory Adherence**

   Regular employee training programs are conducted to ensure safe material handling and adherence to environmental, health, and safety standards. The Company maintains full compliance with all applicable local regulations governing solid and hazardous waste management.

Together, these practices demonstrate Borosil Renewables Limited's commitment to responsible waste management, reduction of hazardous substances, efficient resource utilization, and environmentally sustainable manufacturing operations.

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

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			

12. Details 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
Not Applicable					

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

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
Not Applicable				

LEADERSHIP INDICATORS

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

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

(i) Name of the area: Jhagadia, Bharuch, Gujarat

(ii) Nature of operations: Solar Glass Manufacturing Plant

(iii) Water withdrawal, consumption, and discharge:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) To Surface water	-	-
(ii) Groundwater	3,64,684.00	3,99,833.00
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	**3,64,684.00**	**3,99,833.00**

Parameter	FY 2025-26	FY 2024-25
Total volume of water consumption (in kiloliters)	**3,64,684.00**	**3,99,833.00**
Water intensity per rupee of turnover (Water consumed / turnover) kL/Rupees lakhs	2.38	3.60
Water intensity (kL/Employee)	494.82	583.69
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	**-**	**-**

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

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	Scope 3 greenhouse gas emissions have not been calculated for the current year; however, the Company is in the process of establishing systems and frameworks to capture and report these emissions in future reporting periods.	
Total Scope 3 emissions per rupee of turnover	tCO_2 e/Rupees lakhs		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO_2 e/ Employee		

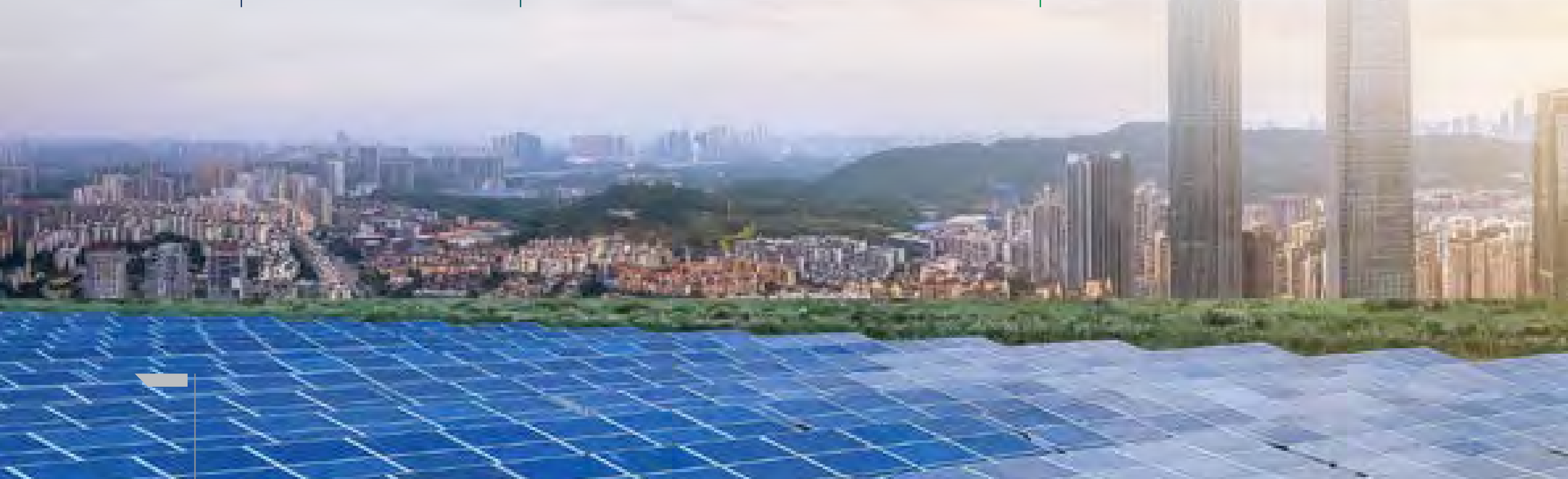
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Not Applicable

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.

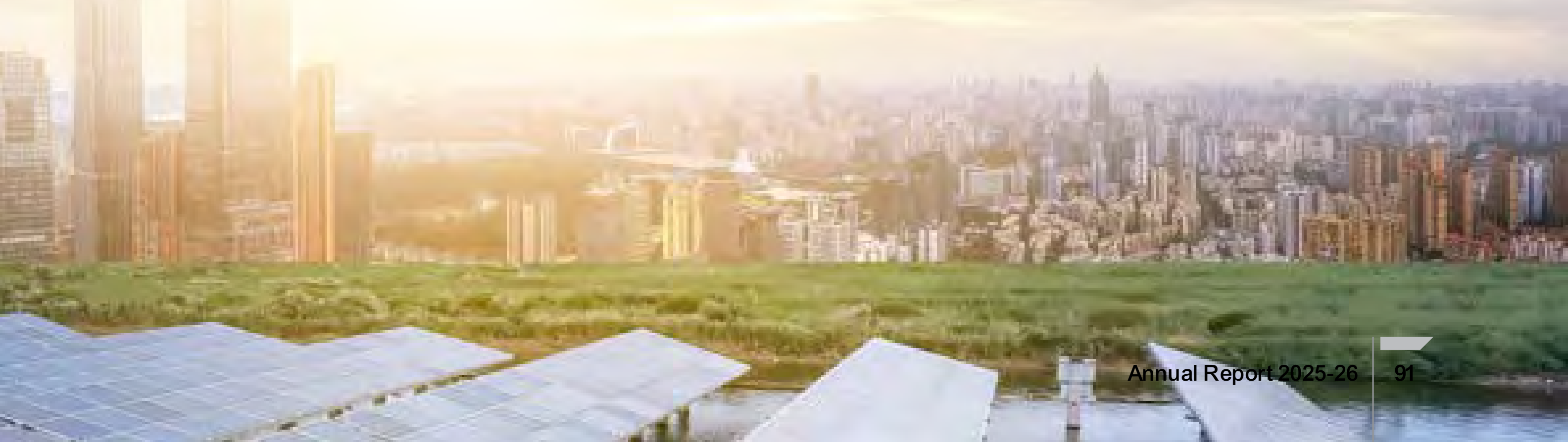
Not Applicable

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 outcome of such initiatives:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Lighting & Utility Energy Optimization	In the canteen, lights and fans were operating continuously even during nonusage hours. Energy consumption targets were defined and enforced for the canteen contractor to control unnecessary electricity usage. Additionally, lighting timers were installed in the New Box Yard near TL8 to automatically switch off lights during daytime.	Reduced avoidable lighting and utility loads, resulting in 34,646 KWH/year energy savings and ₹271,970 annual cost reduction, along with improved energy discipline.
2	Furnace Acoustic Blower Energy Optimization	TL3, TL4, and TL5 furnace acoustic blowers were running at full speed even when no glass was present. VFD logic was implemented to automatically reduce blower speed when furnace feeding is OFF, minimizing idle running energy consumption.	Achieved significant reduction in idle power losses with 94,890 KWH/year energy savings and ₹744,886 annual cost savings, contributing to improved furnace energy efficiency.
3	Conveyor Line AutoStop During NoGlass Condition	For TL6, TL7, and TL8 conveyor lines, integration logic was modified such that if no glass is detected for 15 seconds before the furnace and 120 seconds after the furnace, all conveyors stop automatically, preventing unnecessary continuous operation.	Eliminated conveyor idle running, resulting in 54,741 KWH/year energy savings and ₹ 429,719 annual cost savings, enhancing operational efficiency.
4	Cooling Tower Pump Energy Optimization	SG2 cooling tower circulation pump was earlier operated on DOL mode irrespective of process demand. A VFD was installed to regulate pump speed based on actual cooling requirement, optimizing power consumption.	Improved pumping efficiency with 8,782 KWH/year energy savings and ₹ 68,938 annual cost reduction, while maintaining required cooling performance.



S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Reuse of RO Reject Water in Process Operations	RO reject water was diverted and reused in the cullet washing system and batch house mixer, replacing freshwater usage for process and cooling requirements.	Reduced fresh water consumption by 34 KL/day, improved overall water efficiency, and minimized RO reject water discharge.
6	Process Water Recovery for Cooling Tower Makeup	Spray water from the SG2 throat cooler and wastewater from the grinding washing machine were recovered and reused as makeup water in the cooling tower system instead of using fresh water.	Achieved water savings of 26 KL/ day, reduced dependency on freshwater intake, and enhanced internal water reuse.
7	Cooling Tower Water Optimization through Automation	Cooling tower fan operation was automated to switch off once the target temperature is achieved, preventing unnecessary evaporation and drift losses due to excess cooling.	Reduced cooling tower water loss by 5 KL/day, ensuring optimized cooling performance with lower water consumption.
8.	Zero Liquid Discharge (ZLD) System	A membrane bioreactor (MBR) system with an overall capacity of 175 KLD has been installed to enable the treatment and reuse of wastewater within operations.	All wastewater generated by the Company is fully recycled, ensuring that there is zero liquid discharge into the environment.
9.	Waste Recycling	Plastic drums, HDP bags, glass, paper, cardboard, metal, tyres, batteries, and electronic waste were collected and recycled in line with responsible waste management practices.	Minimized waste sent to landfills while actively supporting circular economy practices through recycling, reuse, and resource recovery initiatives.
10.	Organic Waste Composting	Food waste and green waste generated from canteens and garden areas were composted and reused, supporting sustainable waste management practices.	Converted composted organic waste into nutrientrich manure, which is utilized for onsite gardening and landscaping purposes.
11.	Antimony-Free Solar Glass	Solar glass was produced without the use of the toxic substance antimony, ensuring safer and more environmentally responsible manufacturing.	Lowered the use of hazardous chemicals while enhancing overall product safety and environmental performance.



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

   Yes, the Company has established a comprehensive Business Continuity and Disaster Management Plan specifically designed for its solar glass manufacturing operations. This plan incorporates riskmitigation measures to address potential natural calamities, cyber security threats, and operational interruptions. It clearly defines procedures for sustaining critical business functions, protecting data, ensuring employee safety, and managing both internal and external communications during disruptions. Oversight of the plan's execution and periodic review is provided by a dedicated Risk Management Committee to ensure ongoing effectiveness. Together, these measures help safeguard infrastructure, ensure continuity of production, and protect the interests of all stakeholders.

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?**

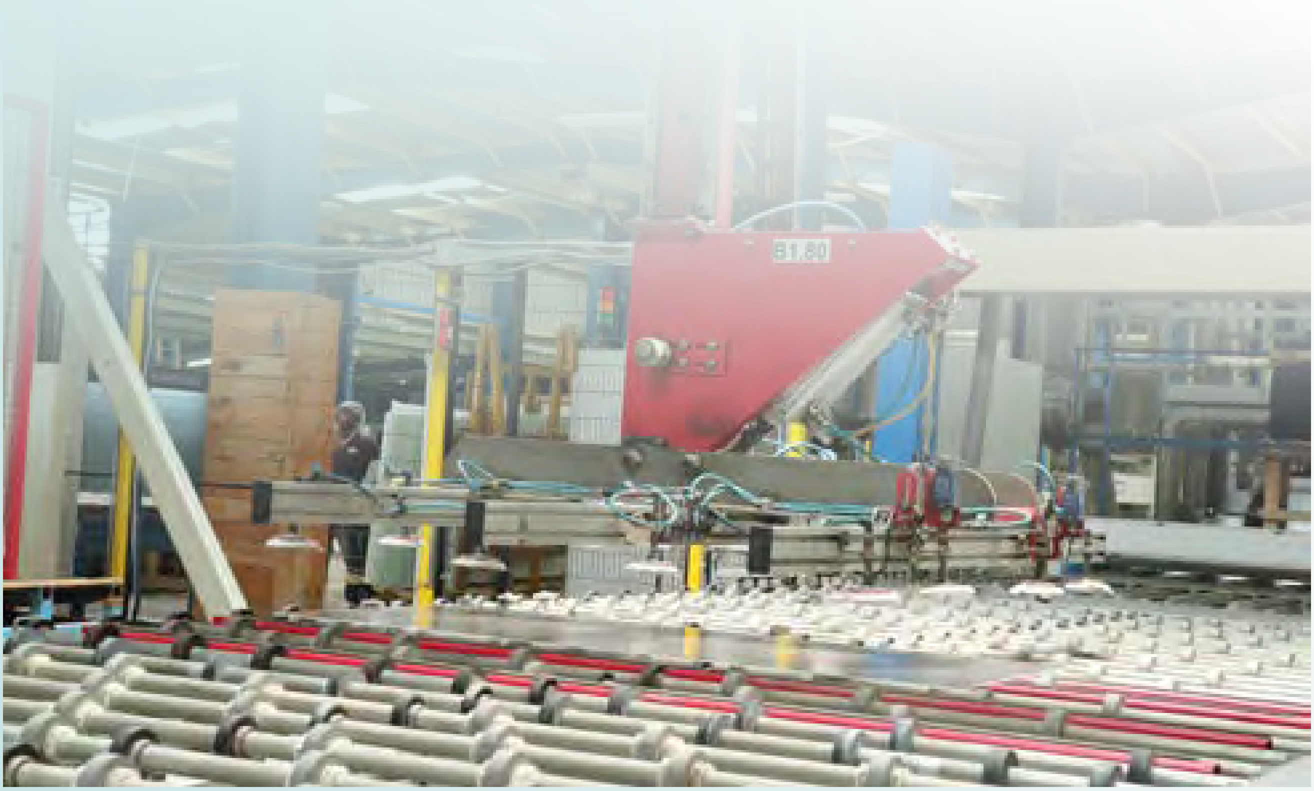
   No material negative environmental impacts were identified across the value chain of Borosil Renewables Limited during the reporting period. The Company continues to uphold rigorous environmental standards throughout its operations and actively works with suppliers and business partners to encourage sustainable practices. Ongoing monitoring mechanisms and compliance with applicable environmental regulations are maintained to proactively address and mitigate any potential environmental risks.

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

   Nil. The Company did not conduct environmental impact assessments of its value chain partners during the reporting period.

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

By the organization	Nil
By the top ten value chain partners	Nil



PRINCIPLE 7

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

Borosil Renewables Limited interacts with public institutions and regulatory authorities in a manner that is ethical, transparent, and responsible. The Company supports and promotes policies that encourage clean energy adoption, sustainable manufacturing practices, and responsible business conduct, in line with both national priorities and global sustainability objectives. All engagements with government bodies, industry associations, and regulatory agencies are carried out with integrity and in full compliance with applicable legal requirements.

Participation in industry forums and professional associations enables the Company to contribute constructively to policy dialogue, particularly on matters related to renewable energy development and environmental standards. Borosil Renewables ensures that its policy advocacy efforts are grounded in evidence, nonpartisan in nature, and focused on delivering longterm societal and environmental value. The Company does not make political contributions, and any other related activities, where applicable, are disclosed in accordance with prevailing regulatory obligations.

ESSENTIAL INDICATORS

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

Borosil Renewables Limited holds membership affiliations with eight trade and industry chambers or associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	CAPEXIL	National
2.	All India Glass Manufacturers' Federation	National
3.	Solar Ancillary Manufacturer's Association (SAMA)	National
4.	The Associated Chambers of Commerce and Industry of India	National
5.	Confederation of Indian Industry (CII)	National
6.	Indian Solar Manufacturers Association (ISMA)	National
7.	Federation of Gujarat Industries	State
8.	Bombay Chamber of Commerce & Industry	State

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
No corrective actions are required, as Borosil Renewables Limited did not receive any adverse directives or orders from regulatory authorities related to anticompetitive practices during the reporting period.		

LEADERSHIP INDICATORS

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

Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Advocated for the Imposition of Anti Dumping Duty on Imports of Textured/ Tempered Glass from China & Vietnam	Petition to Directorate General of Trade Remedies, Department of Commerce, Ministry of Commerce and Industry	Yes	Quarterly	Anti-dumping investigation concerning imports of 'Textured Tempered Coated and Uncoated Glass' originating in or exported from China PR and Vietnam
Advocated for the Imposition of Countervailing Duty on Imports of Textured/ Tempered Glass from Vietnam	Petition to Directorate General of Trade Remedies, Department of Commerce, Ministry of Commerce and Industry	Yes	Quarterly	Countervailing investigation imports of Tempered duty concerning 'Textured Coated and Uncoated Glass' originating in or exported from Vietnam
Advocated for sun set review and continuation of Countervailing Duty on Imports of Textured/ Tempered Glass from Malaysia	Petition to Directorate General of Trade Remedies, Department of Commerce, Ministry of Commerce and Industry	Yes	Quarterly	Countervailing investigation imports of Tempered duty concerning 'Textured Coated and Uncoated Glass' originating in or exported from Malaysia-
Matters related to the growth of domestic manufacturing of Solar ancillaries in India	Constant dialogue with MNRE, DPIIT, other Ministries, concerned Government bodies / authorities and trade organizations	No	Quarterly	No

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Borosil Renewables Limited remains committed to promoting inclusive growth and advancing equitable development through both its business activities and communityfocused initiatives. The Company emphasizes local employment generation, skill enhancement, and capacitybuilding programs designed to empower individuals and support socioeconomic development. Its CSR initiatives primarily concentrate on education, healthcare, and the creation of sustainable livelihoods, with particular focus on communities located in the vicinity of its manufacturing operations.

In addition, the Company seeks to ensure that its growth delivers benefits to all stakeholders by fostering fair labor practices, responsible sourcing, and inclusive workplace policies. By embedding principles of sustainability and equity throughout its value chain, Borosil Renewables supports longterm development outcomes that are socially responsible while also being economically inclusive.

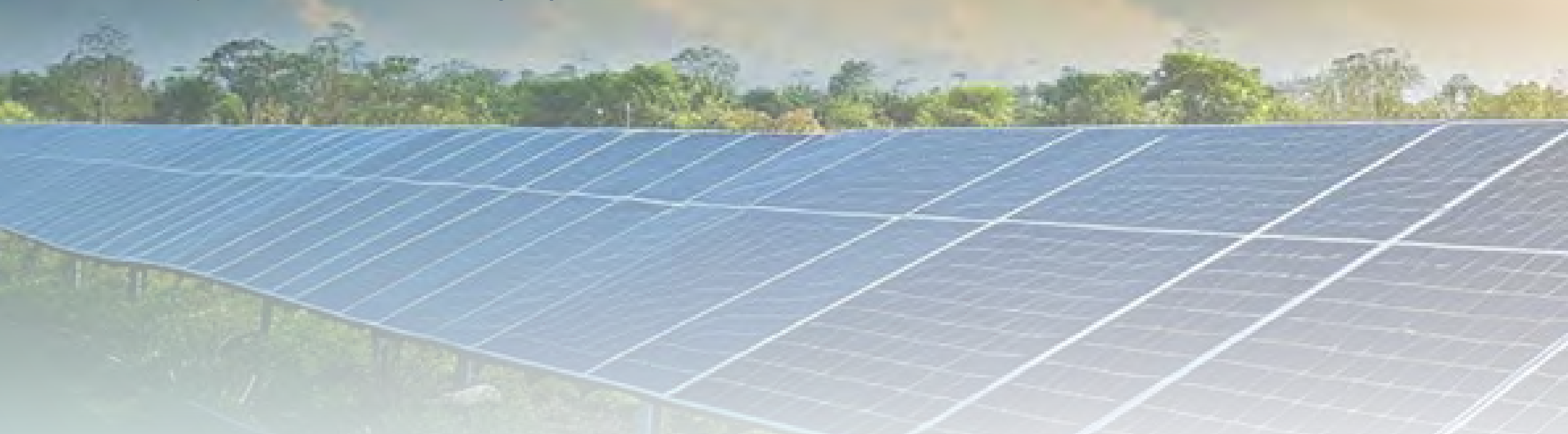
ESSENTIAL INDICATORS

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

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

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 2023-24 (in ₹)
Not Applicable						



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

The Company maintains a formal mechanism for grievance redressal to manage concerns raised by community members and other stakeholders. This framework is guided by the Company's Stakeholder Engagement and Grievance Redressal Policy, which specifies the available channels for submitting complaints and assigns responsibility for their resolution. Stakeholders can raise grievances through email, telephone, or in-person interactions, with all matters handled in a transparent and confidential manner. The Company is committed to resolving each grievance within a prescribed timeframe. The policy is publicly available on the Company's website under the Stakeholder Engagement and Grievance Redressal Policy.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	30.22%	17.26%
Directly from within India	50.83%	54.67%

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 following locations, as % of total wage cost**

Location	FY 2025-26	FY 2024-25
Rural	78.80%	78.85%
Semi-urban	Nil	Nil
Urban	7.50%	2.33%
Metropolitan	13.70%	18.82%

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S.No	State	Aspirational District	Amount Spent (in ₹)
Nil			

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

No, the Company does not have a formal preferential procurement policy that specifically targets suppliers from marginalized or vulnerable groups. However, it actively supports the local economy by giving preference to sourcing from local vendors, including micro, small, and medium enterprises (MSMEs) and other small businesses. This practice is embedded within the Company's overall procurement strategy and valuechain approach, contributing to inclusive growth and community development.

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

Not Applicable

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

Not Applicable

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

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

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.**

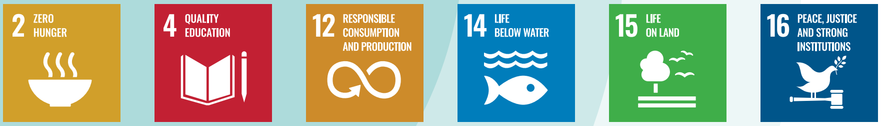
Name of authority	Brief of the Case	Corrective action taken
	Nil	

6. **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.	Construction of borewells under the Jal Sanchay Jan Bhagidari initiative of Ministry of Jal Shakti, in Bharuch district or its vicinity areas in Gujarat	The project is designed to benefit the public at large and hence the exact number and percentage of beneficiaries cannot be ascertained	100%

PRINCIPLE 9

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



Borosil Renewables Limited is dedicated to providing products that are high in quality, safe to use, and environmentally sustainable, while meeting the changing expectations of its customers. As a major supplier to the solar energy industry, the Company ensures that its solar glass is produced through environmentally responsible manufacturing processes and complies with rigorous quality and safety requirements. A strong focus on continuous innovation and customeroriented design enables BRL to improve product performance while supporting the broader adoption of clean energy solutions.

The Company maintains open and transparent communication with its customers by sharing accurate and reliable product information to enable informed choices. Customer feedback is actively sought and used to refine products and enhance overall satisfaction. By emphasizing safety, sustainability, and responsiveness, Borosil Renewables fosters longterm customer trust and consistently delivers lasting value to its consumers.

ESSENTIAL INDICATORS

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

   The Company has established a well defined system for receiving and addressing consumer complaints and feedback. Customers are able to lodge complaints through multiple channels, including email, dedicated helplines, and the Company's website. A specialized team is responsible for ensuring prompt resolution of concerns and for implementing corrective and preventive measures wherever required. In addition, regular customer satisfaction surveys are conducted to obtain feedback on product quality and performance. The survey findings are internally reviewed and utilized to drive continuous improvements. Complaint data is also analyzed in an integrated manner, with trends monitored to strengthen customer experience and enhance product reliability. These practices demonstrate the Company's commitment to responsiveness and ongoing improvement.

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

State	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:

	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	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Others	166	Nil	Nil	122	Nil	Nil

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

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

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.

The Company is currently undertaking the implementation of an Information Security Management System (ISMS) in accordance with ISO 27001:2022 standards. As part of this initiative, an enhanced IT Security Policy is being developed to further strengthen the Company's cybersecurity controls. To date, 13 ISMS-related policies and procedures have been finalized, and an additional 10 policies and procedures are in the process of being finalized, with completion expected within the financial year 2026-27.

In addition, Borosil Renewables has an existing Data Privacy Policy under which periodic awareness programs and training sessions are conducted to educate employees on information security and data protection practices. Employees are encouraged to report any suspicious activities, and proactive measures are taken to mitigate potential risks. The Data Privacy Policy is available for reference through the Data Privacy Policy weblink.

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, as no complaints or adverse actions were received from regulatory authorities during the reporting period in relation to advertising practices, delivery of essential services, cybersecurity and customer data privacy, product recalls, or product and service safety.

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 -** Nil

   c. **Impact, if any, of the data breaches -** Nil

LEADERSHIP INDICATORS

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

Official Website:

Detailed information on solar glass products, technological innovations, sustainability initiatives, and investor related disclosures is available on the Company's website. The website can be accessed via the following link: www.borosilrenewables.com

Social Media Platforms:

Borosil Renewables actively shares corporate updates, product information, and thought leadership content across its social media channels, including YouTube, LinkedIn, and Twitter. Scan the QR code below to connect with

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

   The Company informs consumers about the safe and responsible use of its products through a range of initiatives. Detailed product manuals are provided, outlining proper handling, storage, and usage guidelines. Company teams maintain ongoing communication with customers to respond to queries and provide necessary guidance. In addition, Borosil Renewables actively participates in exhibitions and uses its social media platforms to share educational content and encourage responsible product usage practices.

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

   The Company has put in place robust communication processes to keep consumers informed of any potential disruption or discontinuation of essential services. The sales and key account management teams maintain regular interaction with customers through both verbal and written communication channels. In the event of any supply delays or service interruptions, customers are informed without delay, and appropriate next steps are jointly discussed to reduce impact and ensure continuity of service.

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

   Not applicable. As the Company operates primarily on a businesstobusiness (B2B) model, extensive product information is not required to be displayed directly on the product. All relevant details are shared with customers through comprehensive product manuals and technical documentation.

   Yes. Customer satisfaction surveys are conducted on a regular basis to collect feedback on product quality and performance parameters. The findings are carefully reviewed internally and used to inform corrective actions, enhancements, and continuous improvement initiatives.