ANNEXURE 8 TO THE DIRECTORS' REPORT
Business Responsibility and Sustainability Report for the F.Y. 2025-26

Section A: General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L17120MH1958PLC011045	
2	Name of the Listed Entity	Nirlon Limited	
3	Year of incorporation	12-03-1958	
4	Registered office address	Pahadi Village, off the Western Express Highway, Goregaon (East), Mumbai 400063.	
5	Corporate address	Pahadi Village, off the Western Express Highway, Goregaon (East), Mumbai 400063.	
6	E-mail	**info@nirlonltd.com**	
7	Telephone	+91 (022) 4028 1919 / 2685 2257/ 58/ 59	
8	Website	**www.nirlonltd.com**	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	April 1, 2025	March 31, 2026
	Previous Financial Year	April 1, 2024	March 31, 2025
	Prior to Previous Financial Year	April 1, 2023	March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited	
11	Paid-up Capital	90,11,80,400	
12	Name and contact details (telephone, email ad- dress) of the person who may be contacted in case of any queries on the BRSR report	Name: Jasmin K. Bhavsar Contact : 9820291310 E-mail ID: **jasminbhavsar@nirlonltd.com**	
13	Reporting boundary - Are the disclosures under this Report made on a standalone basis (i.e. only for the entity) , or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis	
14.	Whether the Company has undertaken reasonable assurance of the BRSR Core?	No	
15.	Name of assurance provider	NA	
16.	Type of assurance obtained	NA	

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Development and Management of the Industrial Park/ Information Technology **(IT)** Park	Development and Management of Park/Information Technology **(IT)** Park i.e. Nirlon Knowledge Park **(NKP)** Goregaon (East), Mumbai 400063.	99.04%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	As per the NIC code - Industrial Park	42901	99.04%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	2	2
International	0	0	0

20 Markets served by the entity

a.	**Number of locations**	
	Locations	**Number**
	National (No. of States)	1
	International (No. of Countries)	0
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	0%
c.	A brief on types of customers	The Company's Nirlon Knowledge Park consists primarily of customers who are licensees in the business of providing IT/ITes, Banking and Financial Services as per the Maharashtra Government's IT/ITes Policy

IV. Employees

21 a. Details as at the end of Financial Year i.e. March 31, 2026

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1	Permanent (D)	3	3	100.00%	0	0.00%
2	Other than permanent (E)	0	0	0.00%	0	0.00%
3	**Total employees(D + E)**	**3**	**3**	**100.00%**	**0**	**0.00%**

WORKERS						
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than permanent (G)	0	0	0.00%	0	0.00%
6	**Total workers (F + G)**	**0**	**0**	**0.00%**	**0**	**0.00%**

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	**Total differently abled employees (D + E)**	**0**	**0**	**0.00%**	**0**	**0.00%**
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	**Total differently abled workers (F + G)**	**0**	**0**	**0.00%**	**0**	**0.00%**

22 Participation/Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	0	0.00%

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

	Turnover rate in current F.Y. (2025-26)				Turnover rate in previous F.Y. (2024-25)				Turnover rate in the year prior to the previous F.Y. (2023-24)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent	0.00.%	0.00%	0.00. %	0.00%	0.00.%	0.00%	0.00. %	0.00%	0.00%	0.00%	0.00%	0.00%
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

Sr. 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?
1	Reco Berry Pvt. Ltd.	Holding Company	63.92%	No

VI. CSR Details

25	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in ₹)	6,69,17,11,762
	(iii) Net worth (in ₹)	4,68,60,39,564

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf	0	0	NA	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf	0	0	NA	0	0	NA	0	0	NA
Shareholders	Yes, The shareholders register their complaints through SEBI portal https://scores.sebi.gov.in/ The Company has a dedicated e-mail address for reporting shareholder grievances: share@ nirlonltd.com	30	0	NA	28	0	NA	38	0	NA
Employees and workers	Yes, https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf	0	0	NA	0	0	NA	0	0	NA
Customers (Licensees)	Yes, https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf	0	0	NA	0	0	NA	0	0	NA
Value Chain Partners	Yes, https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf	NA	NA	NA	NA	NA	NA	0	0	NA

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	**Environmental** Green building practices (including energy efficiency, water conservation, waste management, sustainable materials, indoor environment quality, etc.) are material to NKP due to the nature of business. If neglected, there may be a significant impact on the environment, operational efficiency, and stakeholder well-being. NKP has been designed and developed with a strong emphasis on sustainability and environmental responsibility. NKP Phase I to V have achieved LEED Gold and Platinum, LEED Zero Water for sustainable water practices and Platinum level TRUE certificate for Waste Management. Green buildings cater to climate change adaptation and mitigation and also align with the sustainability goals of occupants.	**Opportunity**	The development of sustainable green buildings by NKP help in achieving improved operational efficiency and overall well-being of the occupants. This is a significant opportunity for the Company towards reducing its energy consumption and associated carbon footprint, water conservation, waste management, among other areas, thereby reducing operational cost	NA	**Positive Implication** The financial impact of this opportunity is higher capital costs during the development stage. However, there is improved marketability post completion with a larger profile of potential clients who are also committed to the same goal of sustainable business practices. In addition, achievement of operation efficiency by developing green buildings, helps in reducing the operational cost of running the asset.
2	**Social** Community initiatives: The Company is committed to supporting local community initiatives in the areas of healthcare, education, environment and to improve the quality of life for disadvantaged sections of society. These initiatives are undertaken as part of the CSR program.	**Opportunity**	The Company's focus on improving social infrastructure, the environment and disadvantaged sections of society is an opportunity to help/support the local community in its neighborhood in a direct, meaningful and expeditious manner.	NA	**Negative Implication** Financial implication is that CSR expenditure results in outflow of financial resources during the year but the benefits may be intangible and realised only over the long term.
3	***Health, safety and wellbeing*** Considering the nature of the business of NKP, health, safety and wellbeing is of high importance. Recognizing the importance of a safe and secure environment, NKP has implemented comprehensive health and safety management systems and procedures across the knowledge park to ensure a healthy and safe environment for licensees and other stakeholders. These initiatives not only safeguard individuals but also enhance stakeholder trust. By prioritizing health and safety, NKP aligns with best practices and regulatory standards, reinforcing its commitment to responsible business conduct.	**Opportunity**	For NKP, prioritizing health and safety is not only an ethical imperative and a regulatory obligation, but also a strategic opportunity that aligns with the company's commitment to responsible business conduct. Implementing robust health and safety management systems enhances efficiency, employee well-being, and stakeholder trust.	NA	**Positive implication** Effective safety programs lead to mitigation of workplace incidents, thereby minimizing expenses related to medical treatments, workers' compensation, and equipment repairs, insurance premiums and enhance employee productivity, thereby reducing associated costs.

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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes
c. Web Link of the Policies, if available	https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf https://nirlonltd.com/pdf/ccbe_nov_18_v1.pdf https://nirlonltd.com/pdf/ccid_mar_16.pdf	https://nirlonltd.com/pdf/policies/risk_mgmt_policy_v3.pdf	https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf	https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf https://nirlonltd.com/pdf/ccbe_nov_18_v1.pdf https://nirlonltd.com/pdf/ccid_mar_16.pdf	https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf https://nirlonltd.com/pdf/nomination_and_remuneration_policy_ver_4.pdf	https://nirlonltd.com/pdf/policies/risk_mgmt_policy_v3.pdf	NA	https://nirlonltd.com/pdf/policies/csr_policy_aug_25_v5.pdf	https://nirlonltd.com/pdf/policies/risk_mgmt_policy_v3.pdf https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf https://nirlonltd.com/pdf/ccbe_nov_18_v1.pdf https://nirlonltd.com/pdf/ccid_mar_16.pdf
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	NA	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
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.	NA	1. LEED Certification- U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) 2.WELL Building Standards (WELL) – Health and Safety Certification 3.LEED Zero Water Certification for sustainable water practices. 4.Platinum level TRUE (Total Resource Use and Efficiency) Certificate" for Waste Management	**1.** LEED Certification - U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) **2.** WELL Building Standards (WELL) – Health and Safety Certification **3.** LEED Zero Water Certification for sustainable water practices. **4.** Platinum level TRUE (Total Resource Use and Efficiency) Certificate" for Waste Management.	**1.**LEED Certification - U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) **2.** WELL Building Standards (WELL) – Health and Safety Certification **3.**LEED Zero Water Certification for sustainable water practices. **4.**Platinum level TRUE (Total Resource Use and Efficiency) Certificate" for Waste Management.	NA	**1.** LEED Certification - U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) **2.** WELL Building Standards (WELL)– Health and Safety Certification **3.**LEED Zero Water Certification for sustainable water practices. **4.**Platinum level TRUE (Total Resource Use and Efficiency) Certificate" for Waste Management	NA	NA	**1.** LEED Certification- U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) **2.**WELL Building Standards (WELL) – Health and Safety Certification **3.**LEED Zero Water Certification for sustainable water practices. **4.**Platinum level TRUE (Total Resource Use and Efficiency) Certificate" for Waste Management.
5. .Specific commitments, goals and targets set by the entity with defined timelines, if any.	NA	NA	NA	NA	NA	Yes. For details, please refer to Q7 under Governance, leadership and oversight	NA	NA	NA

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are Not met.	NA	NA	NA	NA	NA	Yes. For details, please refer to Q7 under Governance, leadership and oversight	NA	NA	NA

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)	**Environment Commitment** The Company is committed to integrating ESG principles into its operations, with our campus designed in accordance with sustainable building standards such as LEED. Environmental focus areas include energy efficiency, renewable energy adoption, waste management, and water conservation. Our target is continuously identified and implement opportunities for enhancing resource efficiency and reducing the Company's carbon footprint. Below are our key commitment areas: • Implementation of energy-efficient technologies, including LED lighting and smart energy management systems • Sourcing of 100% renewable energy for NKP common area operations • Adoption of a 3R-based waste management approach, with disposal through authorized vendors • Deployment of water conservation measures such as rainwater harvesting, STP water recycle and reuse, water-efficient fixtures, and optimized irrigation systems **Achievements** • Achieved 100% renewable energy sourcing for common areas, resulting in mitigation of Scope 2 emissions • Achieved 100% recycling and reuse of wastewater generated at NKP • Achieved 100% recycling of organic waste (For more details, refer to Q4 under Principle 6, Leadership Indicator)
		Social Commitment The Company is committed to creating a positive social impact as an integral pillar of its ESG framework. We focus on identifying and implementing community development initiatives that drive local upliftment, with emphasis on healthcare, education, environmental sustainability, and improving the quality of life for underserved communities. Below are our key commitments: • Identification and implementation of community initiatives aligned with local needs • Execution of CSR programs across healthcare, education, environment sustainability, social inclusion, animal welfare, and sports • Allocation of at least 2% of the Company's average net profits (last three years) towards CSR activities **Achievements** **Community initiatives positively impacted approximately 3,98,614 beneficiaries across multiple focus areas** (For more details, refer to Q6 under Principle 8, Leadership Indicator) **Governance Commitment** Our commitment is to uphold the highest standards of corporate governance through ethical conduct, transparency, accountability, and robust risk management systems. Below are our key commitments: • Ethical Business Practices: Adhere to high ethical standards in all business operations, • promoting transparency, integrity, and responsible decision-making. • Compliance and Risk Management: Ensure compliance with applicable laws and regulations, • manage risks effectively and implement robust governance frameworks. • Board Diversity: Strive for diversity within the board of directors, including gender, age, and • expertise, to bring diverse perspectives and improve decision-making. • Data Privacy and Security: Implement strong data privacy measures to protect the personal • and sensitive information of employees, tenants, and clients. **Achievements** • Continued compliance with applicable laws and internal governance frameworks • No violations or compliance related cases reported during the year. These efforts reflect our • dedication to sustainable business practices and our commitment to creating long-term value for all stakeholders

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rahul V. Sagar, Executive Director & C.E.O.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). If yes, provide details	Yes.The Risk Management Committee (RMC) of the Board of Directors is responsible for monitoring ESG issues.

10. Details of Review of NGRBCs by the Company

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

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No*						NA	No*	

*The processes and compliances may be subject to scrutiny by external auditors / agencies/ regulatory bodies etc., as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles

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									
It is planned to be done in the next financial year (Yes/No)	NA						Yes	NA	
Any other reason (please specify)	NA								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	9	During the financial year, the Company conducted Board-level meetings and discussions covering key sustainability, governance, risk management, and business performance matters. Discussions included- • Corporate governance practices • Regulatory compliance • Ethical business conduct • Enterprise risk management • Stakeholder engagement • CSR allocations and initiatives • Operational performance • Explore opportunities for improvement and growth. These sessions enhanced the Board's oversight of environmental, social, and governance (ESG) matters, strengthened risk governance, and supported informed strategic decision-making.	100%
Key Managerial Personnel	9	The Company conducted sessions for Key Managerial Personnel focused on business performance, corporate governance, regulatory developments, risk management, sustainability priorities, stakeholder expectations, and CSR implementation. The programmes strengthened leadership capabilities in integrating ESG considerations into operational and strategic decision-making, improved understanding of responsible business practices, and reinforced accountability for compliance.	100%
Employees other than BoD and KMPs	0	NA	0.00%
Workers	0	NA	0.00%

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

	Monetary				
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In₹)**	**Brief of the Case**	**Has an appeal been Preferred? (Yes/No)**
Penalty/ Fine	NA				
Settlement					
Compounding fee					
Non-Monetary					
Imprisonment	NA				
Punishment					

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

Case Details	**Name of the regulatory / enforcement agencies/ judicial institutions**
NA	

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

   Yes, it forms part of the Company's Code of Conduct. *It prohibits bribery, facilitation payments, and misuse of position or intermediaries to gain unfair business advantage. Violations or misconduct can be reported through the Whistleblower Mechanism, which ensures confidentiality, non-retaliation, and prompt investigation.*

   Link to Code of Conduct: 1) **https://nirlonltd.com/pdf/ccbe_nov_18_v1.pdf**
   2) **https://nirlonltd.com/pdf/ccid_mar_16.pdf**

   Link to Whistle Blower Policy: **https://nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf**

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

	F.Y. 2025-26	**P.Y. 2024-25**
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	F.Y. (2025-26)		**P.Y. (2024-25)**	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

   NA

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

	FY (2025-26)	PY (2024-25)
i) Accounts payable *365 (in ₹)	60,20,96,70,000	77,73,00,35,000
ii) Cost of goods/services procured (in ₹)	185,22,87,150.06	174,35,75,000
iii) Number of days of accounts payables	33	45

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	PY 2024-25
Concentration of Purchases	a. i) Purchases from trading Houses	NA	
	ii) Total Purchases		
	iii) Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made from		
	c. i) Purchases from top 10 trading houses as % of total purchases from trading houses		
	ii) Total Purchases from Trading Houses		
	iii) Purchases from top 10 trading houses as % of total purchase from trading houses.		
Concentration of Sales	a) i) Sales to Dealers/Distributors	NA	
	ii) Total Sales		
	iii) Sales to dealers distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made		
	c. i) Sales to top 10 dealers /distributors		
	ii) total sales to dealers / distributors		
	iii) Sales to top 10 dealers/ distributors as % of total sales to dealers/distributors		

Share of RPTs (in ₹) *Please note references to Purchases and Sales referred to Services availed and received respectively	a. i) Purchases (Purchases with related parties)	28,37,06,000	27,40,72,000
	ii) Total Purchases	185,22,87,000	174,35,75,000
	iii) Purchases (Purchases with related parties as % of Total Purchases)	15.32%	15.72%
	b. i) Sales (Sales to related parties)	7,10,66,000	6,93,38,000
	ii) Total Sales	669,17,11,762	636,07,47,000
	iii) Sales (Sales to related parties / Total Sales)	1.06%	1.09%
	c. i) Loans & advances given to related parties	NA	
	ii) Total loans & advances		
	iii) Loans & advances given to related parties as % of Total loans & advances		
	d. i) Investments in related parties		
	ii) Total Investments made		
	iii) Investments in related parties as % of Total Investments made)		

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the Financial Year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	0	0.00%

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

   Yes. the Company has robust processes to identify, disclose, and manage conflicts of interest involving Board members, demonstrating adherence to responsible business conduct and governance best practices. Structured procedures are in place to manage such situations transparently and ensure ethical decision-making.

   Link to the Policy: **https://nirlonltd.com/pdf/ccbe_nov_18_v1.pdf**

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

Essential Indicators

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

	F.Y. 2025-26	P.Y. 2024-25	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	The Company is engaged in the business of providing Office premises on a leave and license basis. Therefore, R&D is not applicable.
Capex	~12%	~25%	₹ 3,37,92,518 (Capital expenditure investments in energy efficient chillers during the reporting period.

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

   Yes. The Company has a documented policy on Environmentally Preferred Purchasing. The policy lays out commitment of the Company to prefer purchases of products that are sustainable and environmentally conscious.

b) If yes, what percentages of input were sourced sustainably?

An Environmentally Preferred Purchasing Policy is in place, reflecting the Company's commitment to sustainable sourcing principles. However, we are currently in the process of tracking the percentage of inputs sourced sustainably

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for: Nirlon Ltd. is in the business of development and management of office park.

As Nirlon operates an office park and does not engage in manufacturing activities, product-related waste streams, product packaging recovery, and end-of-life product management are not applicable to its operations.

However,the Company has implemented waste management procedures for all waste streams generated during the operation of the office park, ensuring that waste is stored, handled, transported, treated, and disposed of responsibly and in compliance with applicable regulatory requirements. Below highlights the treatment methods of each category of waste generated onsite during operations:

- **Dry Recyclable Waste:** Dry waste streams such as paper, plastics, cardboard, and wood are segregated and sent for recycling in accordance with Maharashtra Pollution Control Board (MPCB) guidelines.
- **E-waste and Hazardous Waste:** Electronic and hazardous waste are managed and disposed of through authorized vendors, in compliance with MPCB regulations/ applicable statutory requirements.
- **Food and Garden Waste:** Organic Waste Converter is installed on-site to recycle food and horticultural waste into compost, which is subsequently utilized within the campus landscape.
- **Treated Wastewater:** On-site Sewage Treatment Plants enable 100% treatment and recycling of wastewater, with treated water reused for non-potable applications such as cooling and flushing across the campus.
- **Green certifications:** The campus has achieved LEED Platinum and Gold Certifications and TRUE Certificate-Platinum for Waste Management, ensuring responsible waste management practices and systems.

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.

EPR is not applicable.

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?

No

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
NA					

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
NA		

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
NA	0.00%	0.00%

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

In tons	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	The Company is engaged in the development and management of an office park; accordingly, this requirement is not directly applicable. However, the Company has established appropriate processes and practices to ensure that all categories of waste are segregated, stored, handled, transported, and disposed of in an environmentally responsible manner, in compliance with applicable regulations. For details on waste generation and disposal, please refer to disclosures under Principle 6.					
E-waste						
Hazardous waste						
Other waste:						
Wet waste like food waste, horticultural waste etc. considered which is fully converted to Manure						

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
NA (For details, refer to Q4 under Principle 2, Leadership Indicator)	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	3	2	66.66%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	3	2	66.66%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Other than Permanent Employees	
Male	NA
Female	
Other	
Total	

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	NA										
Female											
Other											
Total											
Other than Permanent Workers											
Male	NA										
Female											
Other											
Total											

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

	F.Y. (2025-26)	P.Y. (2024-25)
i) Cost incurred on well-being measures (well- being measures means well-being of employees and workers including male and female, permanent and other than permanent employees and workers) (In ₹)	13,81,000	49,95,000
ii) Total revenue of the Company (In ₹)	669,17,11,762	636,07,47,327
iii) Cost incurred on well-being measures as a % of total revenue of the company	0.02%	0.08%

2. Details of retirement benefits, for Current F.Y. and Previous F.Y

Benefits	F.Y. (2025-26)			P.Y. (2024-25)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a %of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	0.00%	Yes	100.00%	0.00%	Yes
Gratuity	100.00%	0.00%	Yes	100.00%	0.00%	Yes
ESI	0.00%	0.00%	NA	0.00%	0.00%	NA

3. **Accessibility of workplaces**

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

Yes. The office park is accessible to differently abled persons.

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

Yes. Fair Employment Practices (as part of the Code of Conduct) prohibit all forms of discrimination or harassment.

Link to Code of Conduct: **https://nirlonltd.com/pdf/ccbe_nov_18_v1.pdf**

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 (Since none of the employees took paternity leave or left during the year.)		NA	
Female				
Other				
Total				

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

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	No	NA
Other than Permanent Workers	No	NA
Permanent Employees	Yes	The Company has implemented a Whistle Blower Policy that serves as a mechanism for reporting and addressing instances of fraud, misconduct, unethical behavior, or other governance-related concerns. The Policy encourages Directors, employees, and other stakeholders to raise concerns in a responsible, confidential, and secure manner. It provides a structured framework for reporting, investigating, and resolving grievances while ensuring protection against retaliation, discrimination, or any form of adverse action.
Other than Permanent Employees	NA	NA

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	**3**	**0**	**0.00%**	**3**	**0**	**0.00%**
Male	3	0	0.00%	3	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	**3**	**0**	**0.00%**	**3**	**0**	**0.00%**
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

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	3	3	3	100.00%	3	100.00%	3	100.00%	3	100.00%
Female	0	0	0	0.00%	0	NA	0	0.00%	0	NA
Total	**3**	**3**	**0**	**100.00%**	**3**	**100.00%**	**0**	**100.00%**	**3**	**100.00%**
Workers										
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3	3	100.00%	3	3	100.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	3	3	100.00%	3	3	100.00%
Workers						
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	0	0	0.00%	0	0	0.00%

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. Nirlon has implemented robust health and safety infrastructure, systems, and protocols across its campus. These include emergency exits, fire detection and alarm systems, fire extinguishers, smoke detectors, other safety equipment, among others.

These measures are integral components of the Company's occupational health and safety management system.

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

As an office park developer and operator, the Company's operations are not associated with significant industrial or manufacturing-related occupational hazards. However, the Company recognizes potential workplace health and safety risks arising from facility management, maintenance activities, contractor operations, electrical systems, fire safety, and emergency situations.

Regular safety inspections, preventive maintenance activities, emergency preparedness drills, and awareness and training programs are conducted to identify potential hazards, assess risks, and strengthen the overall safety culture. Appropriate corrective and preventive actions are implemented to mitigate identified risks and maintain compliance with applicable regulations. Through these measures, Nirlon seeks to safeguard the health, well-being, and security of its employees, tenants, contractors, visitors, and other stakeholders

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

The Company does not have any workers, therefore, this is not applicable. However, the Company has implemented effective health and safety management system across the organization to ensure all relevant issues are reported and resolved in a timely basis.

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

Yes

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

Safety Incident/Number	**Category**	**F.Y. (2025-26)**	**F.Y. (2024-25)**
Lost Time Injury Frequency Rate **(LTIFR)** (per one million- person hours worked)	Employees	0	0
	Workers	NA	NA
Total Recordable work related injuries	Employees	0	0
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

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

- *Measures include regular inspections and maintenance of fire extinguishers, fire alarms, sprinkler and other systems related to fire prevention, detection and suppression throughout the premises.*
- *The Company conducts regular safety inspections of the premises to identify and correct any potential hazards.*
- *The Company has an established and detailed SOP's in the event of a fire, natural disaster, or other emergency.*

Overall, these measures contribute to creating a secure environment, minimizing the risk of incidents and ensuring the well-being of everyone within the workplace.

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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0.00%
Working Conditions	0.00%

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.

NA

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).

   (A) Employees – *Yes*

   (B) Workers – *NA*

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

   The Company has appointed an external agency to audit contractor compliances against statutory dues as applicable to the transactions within the remit of the Company.

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

	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	
	F.Y.(2025-26)	P.Y. (2024-25)	F.Y.(2025-26)	P.Y. (2024-25)
Employees	0	0	0	0
Workers	NA	NA	NA	NA

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? **(Yes/ No)**

   Yes

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	-
Working Conditions	-

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.

   NA

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

Essential Indicators

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

   The Company periodically assesses the impact of its business activities on key stakeholders and adopts a structured approach to stakeholder identification and prioritization. It proactively engages with stakeholders through appropriate communication channels to understand their expectations and address concerns. Multiple mechanisms are in place to enable stakeholders to provide feedback and raise grievances, ensuring timely response and effective resolution.

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	Frequency of engagement (Annually/ Half yearly/Quarterly/ others	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Direct & other communication mechanisms	Regularly		Addressing Employees' Benefits/ compensations, their professional expectations, career growth, professional development and continuing education and re-skilling training etc.
Investors/ Shareholders	No	Investors'/Analyst calls / conferences, personal meetings, E-mails, SMS, newspaper advertisements, Notice board, the Company website, Annual annual/ quarterly financial results	Frequently and on a need basis		To understand Investors'/ Shareholders' objectives and expectations in relation to the Company's business and to transparently and regularly communicate information in this regard. Key topics are the Company's financial performance, future plans , market outlook, ESG performance etc
Government and regulators	No	The Company website, e-mails, conference	As prescribed and need based		Reporting requirements, Statutory compliances etc. Approval/ permissions as required for the Company's Business, support from authorities
Lender	No	E-mails, telephones, conference calls, personal meetings etc.	As prescribed and as when required.		Statutory, as per the Loan documents and as per Business requirements.
Communities	Yes	CSR organizations	Regularly		CSR Activities
Customers/ Consumers	No	Business interaction, through conference calls, personal meetings, e-mails, client satisfaction surveys etc.	Regularly		To understand customer requirements, satisfaction and Feedback and to keep them informed about the Company's future plans, planned improvements etc.

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 believes that maintaining consistent and proactive interaction with its stakeholders allows effective communication of its strategies and performance. By continuously engaging with them it ensures that their expectations are aligned, which ultimately helps serve them better. The Board stays informed about relevant developments, and Directors are encouraged to provide feedback on such matters on a periodic basis.

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. The Company's Board is currently engaged in collaborative efforts with Management and stakeholders to identify significant factors related to environmental, social, and governance (ESG) matters.

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

   The Company has recognized disadvantaged, vulnerable, and marginalized stakeholders within its community, and actively focuses on such groups in Corporate Social Responsibility (CSR) projects. The Company has provided assistance to various community healthcare, education, and environmental sustainability initiatives benefiting individuals from vulnerable and marginalized communities.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	F.Y. (2025-26)			P.Y. (2024-25)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	3	0	0.00%	3	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	3	0	0.00%	3	0	0.00%
Workers						
Permanent	NA					
Other than permanent						
Total Workers						

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

Category	F.Y. (2025-26)					P.Y. (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	3	0	0.00%	3	100 %	3	0	0.00%	3	100 %
Male	3	0	0.00%	3	100 %	3	0	0.00%	3	100 %
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

Other than Permanent	NA
Male	
Female	
Other	
Workers	
Permanent	NA
Male	
Female	
Other	
Other than Permanent	
Male	
Female	
Other	

3. Details of remuneration / salary / wages, in the following format:

a. Median Remuneration / wages:

	Male		Female	
	Number	**Median remuneration/ salary/ wages of respective category (In. ₹)**	**Number**	**Median remuneration/ salary/ wages of respective category (In. ₹)**
Board of Directors (BoD)	6	13,00,000	1	26,00,000
Key Managerial Personnel	3	1,57,95,737	0	0
Employees other than BoD and KMP	0	0	0	0
Workers	0	0	0	

*The remuneration of Non-Executive Independent Directors consists of sitting fees only.

b. Gross wages paid to females

	F.Y. (2025-26)	**P.Y. (2024-25)**
Gross wages paid to females	NA	
Total wages		
Gross wages paid to females (Gross wages paid to females as % of total wages)		

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

Yes. Our Code of Conduct, Whistle blower and POSH policies are guiding principles that help in driving actions to address human rights related issues. ICC (Internal Complaints Committee) is in place for reporting and remediation of all human rights violations or concerns.

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

The Company has established robust internal mechanisms to address and resolve grievances related to human rights issues, ensuring a safe and respectful workplace for all employees through POSH and Whistle Blower Mechanisms.

- ***Prevention of Sexual Harassment (POSH) Committee:*** *The Company has constituted an Internal Complaints Committee (ICC) to handle complaints of sexual harassment. Employees can submit written complaints to the Committee that is responsible for conducting inquiries and resolving the issue with appropriate actions.*

- ***Whistle Blower Policy:*** *The Company has implemented a Whistle Blower Policy to encourage employees to report any concerns related to unethical behavior, misconduct, or violations of human rights. The Policy ensures that employees who report grievances are protected from retaliation, fostering an environment where individuals can raise concerns without fear of adverse consequences. Confidentiality is maintained to protect their privacy and encourage the reporting of grievances.*

  These mechanisms demonstrate the Company's commitment to upholding human rights and fostering a work environment where employees feel safe, respected, and valued.

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

	F.Y. (2025-26)			P.Y. (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	0	0	NA	0	0	NA
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary						
Wages						
Other human rights related						

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

	F.Y. (2025-26)	**P.Y. (2024-25)**
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) average number of female employees / workers at the beginning of the year and as at thE end of the year		
iii) Complaints on POSH as a % of female employees / workers		
iv) Complaints on POSH upheld		

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

   The Company has implemented a Policy on Prevention of Sexual Harassment (POSH) to provide a safe and inclusive work environment and ensure protection against harassment and discrimination. It actively promotes ethical conduct, integrity, and transparency as core principles across its operations. In addition, the Company has established a Whistle Blower Policy to enable reporting of unethical practices and ensure appropriate redressal mechanisms.

9. Do human rights requirements form part of your business agreements and contracts?

   (Yes/No)

   Yes. All business agreements and contracts incorporate clauses mandating compliance with applicable statutory and labour laws. As these legal frameworks encompass the protection of human rights, adherence to human rights principles is ensured across the Company's operations and engagements.

10. Assessments for the year:

	% of your plants and offices that were assessed (by your entity or statutory authorities or third parties)
Sexual Harassment	0.00%
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

NA

Leadership Indicators

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

   NA

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

   NA

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. The Company's infrastructure is designed to be accessible to people with disabilities. The Company remains committed to fostering an inclusive environment and continuously evaluates opportunities to enhance accessibility across its facilities

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	0.00%
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – please specify	

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

   NA

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

Essential indicators

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

Parameter	**F.Y. (2025-26)**	**P.Y. (2024-25)**
From renewable sources (in mega joules)		
Total electricity consumption (A)	3,64,49,172	3,80,53,836
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**3,64,49,172**	**3,80,53,836**
From non-renewable sources (in mega joules)		
Total electricity consumption (D)	0	0
Total fuel consumption (E)	10,90,202.73	14,67,172.72
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	**10,90,202.73**	**14,67,172.72**
Total energy consumed (A+B+C+D+E+F)	**3,75,39,374.74**	**3,95,21,008.73**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00560	0.00621

Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.11343	0.12836
Energy intensity in terms of physical output (Total energy consumed/ Sq.ft. of area managed)	14.65662	15.43032
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**Energy consumption reported above includes common areas only, most of which is recovered from licensees. This does not include consumption of licensees.*

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.

Not Applicable

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

Parameter	**F.Y. (2025-26)**	**P.Y. (2024-25)**
(i) Surface water	0.00	0.00
(ii) Groundwater	22,984.00	35,196.00
(iii) Third party water (Municipal Water)	58,913.00	56,071.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	**81,897.00**	**91,267.00**
Total volume of water consumption (in kilolitres)	**81,897.00**	**91,267.00**
Water intensity per rupee of turnover (Water consumed / turnover)	0.000012	0.000014
Water intensity per rupee of turnover adjusted for purchasing Power Parity (PPP)	0.000248	0.000296
Water intensity in terms of physical output (Total water consumed/ Sq.ft. of area managed)	0.03197	0.03563
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

**Water consumption reported above includes common areas only, most of which is recovered from licensees. This does not include consumption of licensees.*

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

Yes. We have conducted a water assessment study of NKP, which included comprehensive baseline assessment of current water consumption data, identification of opportunities for water conservation, etc

4. Provide the following details related to water discharged:

Parameter	**F.Y. (2025-26)**	**P.Y. (2024-25)**
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0

- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

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

No

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

Yes, the Company follows a zero liquid discharge policy for sewage wastewater. All wastewater generated from washrooms and pantries is treated through on-site sewage treatment plants (STPs), and 100% of the treated wastewater is reused for flushing and cooling applications within the premises.

6.

Parameter	Please specify unit	F.Y. (2025-26)	P.Y. (2024-25)
NOx	µg/M³	24.95	35.3
SOx	µg/M³	19.2	29.1
Particulate matter	µg/M³ PM 10	51.5	36.1
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

Yes. Air Emission testing has been conducted by an independent third-party called Green Envirosafe Engineers & Consultant Pvt. Ltd.

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

Parameter	Unit	F.Y. (2025-26)	F.Y. (2024-25)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	81.44	108.66
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, FCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0*	0

Total Scope 1 and 2	Metric Tonnes of CO2 equivalent	81.44	108.66
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tonnes of CO2 equivalent/ INR	0.000000012	0.000000017
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric Tonnes of CO2 equivalent/ INR	0.000000251	0.000000352
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total GHG emissions/ Sq.ft. of area managed)	Metric tonnes of CO2 equivalent	0.000031796	0.000042424
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

**During the current reporting period, 100% of the purchased electricity of the NKP common area has been sourced from renewable energy.*

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

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

Yes. NKP has undertaken initiatives focused on reducing greenhouse gas (GHG) emissions. Its emphasis on carbon footprint reduction and sustainable design is embedded within its overall strategy, contributing to operational efficiency, stakeholder value, and long-term financial performance. Sustainability and 'green' ethos have been integral to the Company's design philosophy and master planning since inception.

The Company is actively working towards reducing energy consumption and adoption of renewable energy to mitigate carbon emissions and promote an environmentally responsible ecosystem. The Company is sourcing 100% of its electricity requirements for common areas from renewable energy and has implemented energy-efficient systems and equipment across the asset. Further details are provided in Q4 under Leadership Indicator, Principle 6

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

Parameter	**F.Y. (2025-26)***	**F.Y. (2024-25)**
Plastic waste **(A)**	0.673**	1.26
E-waste **(B)**	4.61	4.42
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	0	0
Battery waste **(I)**	8.5	0.8
Radioactive waste **(F)**	0	0
Other Hazardous waste- Includes waste oil and engine coolant. **(G)**	6.79	4.98
Other Non-hazardous waste generated- Includes food waste, horticultural waste and mixed dry waste. **(H)**	**25.62**	**30.44**
Total (A+B + C + D + E + F + G + H)	**46.18**	**41.9**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000069	0.0000000065

Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000001426	0.0000001362
Waste intensity in terms of physical output (Sq.ft. of area managed)	0.0000180304	0.0000163695
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

** Waste data reported above includes waste from common areas only. This does not include waste quantity of licensees.*

*** The quantity reported for plastic waste is an estimated value*

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	**F.Y. (2025-26)**	**F.Y. (2024-25)**
(i) Recycled	29.51	22.23
(ii) Re-used	16.67	19.67
(iii) Other recovery operations		0
Total	**46.18**	**40.46**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**0**	**0**

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

No.

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

    The Company has established a comprehensive waste management system to effectively store, handle, transport, and dispose of all categories of waste generated within the knowledge park. It follows the principles of Reduce, Reuse, and Recycle to minimize waste generation and enhance resource efficiency. The approach emphasizes segregation at source, recycling, and environmentally responsible disposal practices.

    - **Segregation and Recycling:** Waste is systematically segregated into categories such as organic, recyclable, and hazardous waste streams to enable efficient processing and recycling.
    - **Organic Waste Management:** Organic waste is treated through on-site composting, converting it into nutrient-rich manure that is reused for landscaping purposes.
    - **E-Waste Management:** Electronic waste is collected and handed over to authorized recyclers to ensure safe disposal and recovery of reusable materials.
    - **Hazardous Waste Handling:** Hazardous waste is securely stored and disposed of through authorized disposal vendors in compliance with applicable regulations.

Additionally, the Company seeks to reduce the use of hazardous and toxic chemicals by adopting environmentally preferable alternatives, optimizing operational processes, and ensuring safe handling and disposal practices to mitigate associated environmental and health risks.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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

Yes

Leadership Indicators

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

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

   (i) Name of the area

   (ii) Nature of operations

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

Parameter	F.Y. (2025-26)	P.Y. (2024-25)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(ii) To Groundwater	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity perrupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity		
(i) Into Surface water		
- No treatment	0	0

- With treatment –please specify level of treatment.	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment. (Potential through rain water harvesting pits)	0	0
(iii) Into Seawater		
−No treatment	0	0
−With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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	F.Y. (2025-26)	P.Y. (2024-25)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-
Total Scope 3 emissions per rupee of turnover	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

3. With respect to the ecologically sensitive areas reported at Question 10 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

NA

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	**Green energy sourcing**	NKP sources 100% renewable electricity for its common areas, ensuring complete reliance on green energy.	Significant reduction in GHG emissions, with Scope 2 emissions reduced to zero through clean energy sourcing.

2.	Energy efficiency	Implementation of energy-efficient solutions such as LED lighting, motion sensors, and high-efficiency chillers. Additionally, granular metering and monitoring systems are deployed to track and optimize energy consumption.	Reduction in energy consumption and associated carbon emissions
3.	Water efficiency	Adoption of low-flow fixtures with aerators (~50% reduction in flow), motion sensors, pressure-reducing valves, leak detection systems, and dual plumbing infrastructure.	Enhanced water conservation and minimization of wastage.
4.	Rainwater harvesting	Installation of a campus-wide rainwater harvesting system, including recharge pits designed to facilitate groundwater replenishment and maintain water table levels.	Improved water conservation, reduced dependence on external water sources, and strengthened sustainable water management.
5.	Organic Waste Management Converter	Wet waste (food and horticultural waste) is recycled onsite through an organic waste converter to produce manure, which is reused for landscaping within the premises.	Enhanced circularity, effective waste recycling, and reduction in landfill disposal.
6.	Sewage Treatment Plant	Deployment of an MBBR-based sewage treatment plant to treat 100% of wastewater generated. Treated water is reused for flushing, landscaping, and cooling tower requirements.	Elimination of sewage discharge into municipal systems and reduced freshwater demand through reuse.
7.	Green Building Certifications	NKP buildings are certified under global green standards, including LEED Gold (Phases I–IV), LEED Platinum (Phase V), LEED Zero Water, and LEED Zero Waste certifications. Additionally, the park has received the WELL Health-Safety Rating from the International WELL Building Institute.	Lower environmental footprint, enhanced resource efficiency, and improved occupant health and well-being.

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

   Yes. Nirlon Knowledge Park (NKP) has established a comprehensive Business Continuity and Disaster Management framework through its Emergency Preparedness Plan. The framework addresses potential emergency scenarios, including fire, flood, and earthquakes, across operations and maintenance activities. It incorporates defined communication and escalation protocols, hazard prevention and mitigation measures, and emergency response preparedness, including first-aid readiness. The framework enables timely response and action to minimize risks and impacts on stakeholders. Additionally, incident investigations are conducted, and corrective actions are implemented to prevent recurrence and strengthen overall resilience.

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?

   NA

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

   NA

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

   a. By listed entity- *NIL*

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

Essential Indicators

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

4 (Four)

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

Sr. No.	Name of the Trade & Industry Chambers/ Association	Reach of Trade & Industry Chamber/ Association (State /National)
1	Maharashtra Chamber of Housing Industry (MCHI)	State
2	RICS India Pvt.Ltd membership	National
3	Federation of Indian Chamber of Commerce and Industry	National
4	GRI Membership	State

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

There were no incidents of anti-competitive conduct, hence this is not applicable.

Leadership Indicators

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

None

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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

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

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

   The Company has established a Whistle Blower Policy for all stakeholders to raise concerns and report their grievances. The Company ensures it is responsive to the grievances of the Community.

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	6.87%	5.96%
Directly from within the district or neighboring district (Within India)	Data not available	

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

   Give full details in below table:

	FY 2025-26	FY 2025-26
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	NA	
ii) Total Wage Cost		
iii) % of Job creation in Rural areas		
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	NA	
ii) Total Wage Cost		
iii) % of Job creation in Semi-Urban areas		
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or	NA	
ii) Total Wage Cost		
iii) % of Job creation in Urban areas		
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	NA	
ii) Total Wage Cost		
iii) % of of Job creation in Metropolitan area		

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

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

   (Reference: Question 1 of Essential Indicators above).

   NA

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

   The Company has not undertaken any CSR projects in the designated aspirational districts in the current financial year.

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

No

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

NA

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

NA

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
NA				

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.

NA

Name of Authority	Brief of the case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health Care	1,24,701	100%
2	Education	26,079	100%
3	Social Inclusion	920	100%
4	Environmental Sustainability	2,42,287	100%
5	Animal Welfare	4,500	100%
6	Sports	127	100%

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

Essential Indicators

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

The Company conducts periodic surveys with its Licensees to assess their satisfaction with the overall occupant and customer experience at NKP. Feedback received is carefully evaluated, and the Company actively engages with Licensees to address inputs and implement improvements based on the survey outcomes.

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

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

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

	F.Y. (2025-26)		Remarks	P.Y. (2024-25)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls		

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

   Yes. The Company has established appropriate IT controls and cybersecurity measures to mitigate risks related to data privacy and cybersecurity threats. These controls are designed to ensure confidentiality, integrity, and security of information systems and data.

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..

   None

7. Provide the following information relating to data breaches:

   a. Number of instances of data breaches: 0

   b. Percentage of data breaches involving personally identifiable information of customers: *0.00%*

   c. Impact, if any, of the data breaches: None

Leadership Indicators

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

   https://www.nirlonltd.com/

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

Nirlon Limited recognizes the importance of creating awareness and educating its occupiers on safe and responsible usage of its premises and services. Campus Guidelines and Waste Management Guidelines have been developed for licensees. In addition, health and safety infrastructure with appropriate signages have been developed and periodic fire drills are conducted across the office park to spread awareness on safe and responsible conduct.

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

   We have developed robust Standard Operating Procedures (SOPs) and a Crisis Management Policy to ensure business continuity and effective communication in the event of disruptions arising from natural disasters, infrastructure failures, or security related incidents. A dedicated Crisis Management Team (CMT), comprising representatives from Operations, Property Management, Engineering, Security, and Fire Safety, is responsible for coordinated response, communication, and restoration activities during emergencies.

   The policy defines scenario-specific response protocols for events such as fire, flood, earthquake, and security threats, along with clearly defined communication mechanisms to ensure timely dissemination of information to all stakeholders. This structured approach enables prompt notification of any potential or actual disruption of essential services, thereby ensuring preparedness, safety, and minimal operational impact.

   This ensures that all relevant stakeholders are promptly informed of any potential or actual disruptions, thereby ensuring safety and preparedness.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA) 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)

   NA

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

   Yes. The Company actively engages with its licensees through monthly meetings to understand their concerns and gather feedback. Minutes of these meetings (MoM) are circulated, and appropriate actions are initiated based on the discussions and feedback. This proactive approach ensures continuous improvement, aligning with our commitment to consumer satisfaction.