

Annexure I

Business responsibility and sustainability report (BRSR) 2024-25

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Particulars	Details
1. Corporate Identity Number (CIN) of the Listed Entity	L20211WB1990PLC268743
2. Name of the Listed Entity	Greenply Industries Limited
3. Year of incorporation	28-11-1990
4. Registered office address	Madgul Lounge, 6 th Floor, 23, Chetla Central Road, chetla, Kolkata, West Bengal, India, 700027
5. Corporate address	Madgul Lounge, 5 th & 6 th Floor, 23 Chetla Central Road, Kolkata-700027, West Bengal, India
6. E-mail	kaushal.agarwal@greenply.com
7. Telephone	033 3051 5000
8. Website	www.greenply.com
9. Financial year for which reporting is being done	April 1, 2024 - March 31, 2025
10. Name of the Stock Exchange(s) where shares are listed	1) BSE Ltd. (BSE) 2) National Stock Exchange of India Ltd. (NSE)
11. Paid-up Capital	INR 12,48,73,295
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Kaushal Kumar Agarwal Mobile: 9748738904 Email: kaushal.agarwal@greenply.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. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of plywood, blockboards, decorative veneers, flush doors and allied products	66%
2	Trading	Trading of plywood, blockboards, flush doors and Polyvinyl Chloride (PVC) products.	34%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Plywood & allied products	20211	99%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	60	63
International	Not Applicable		

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	1

b. What is the contribution of exports as a percentage of the total turnover of the entity? 0.01%

c. A brief on types of customers

The Company has categorised its customers as follows:

- Trade Customers: Trade Customers are the dealers/distributors, super stockist and wholesaler in the supply chain who have a crucial role in distributing Company's products to end-users or consumers.
- Original Equipment Manufacturer (OEM) Customers: OEM means a company/firm that makes a product viz. furniture to be sold by another company/firm under its own name.
- End Customers: End Customers are individuals who directly purchase and use products for personal or household needs.
- Other customers of the company also include builders, contractors along with government departments.

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

The entity shall disclose the total number of employees and workers, along-with the associated break-up by gender (male / female) and into permanent / other than permanent.

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1,305	1,257	96.32%	48	3.68%
2	Other than Permanent (E)	233	226	97.00%	7	3.00%
3	Total employees (D+E)	1,538	1,483	96.42%	55	3.58%
WORKERS						
4	Permanent (F)	1,329	1,145	86.16%	184	13.84%
5	Other than Permanent (G)	1,737	1,502	86.47%	235	13.53%
6	Total workers (F+G)	3,066	2,647	86.33%	419	13.67%

b. Differently abled Employees and workers

The entity shall disclose the total number of differently abled employees and workers, along-with the associated break-up by gender (male / female) and into permanent / other than permanent.

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	4	4	100%	0	0%
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D+E)	4	4	100%	0	0%

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

21 Participation/Inclusion/Representation of women

Particulars	Total as on 31.03.2025	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	5	0	0%

22 Turnover rate for permanent employees and workers

Disclose trends for the past 3 years

Particulars	FY - 24-25			FY 23-24			FY 22-23		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	20%	22%	22%	41%	22%	26%	21%	26%
Permanent Workers	13%	12%	13%	5%	2%	5%	6%	1%	6%

Guidance:-

The entity shall calculate the turnover rate for a financial year, for a particular category, based on the following formula:

$(\text{No. of persons who have left the employment of the entity in the FY} \times 100) / \text{Average no. of persons employed in the category}$

Average number of persons employed in a category shall be calculated as $(\text{Persons employed in the category at the beginning of FY} + \text{Persons employed in the category at the end of FY}) / 2$.

Further, persons leaving the employment of the entity shall include those who leave the entity voluntarily or due to dismissal, termination, retirement or death in service.

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

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

S. No.	Name of the holding /subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Greenply Alkema (Singapore) Pte. Ltd.,Singapore	Joint Venture	50%	NO
2	Greenply Holdings Pte. Ltd., Singapore	Wholly owned Subsidiary	100%	NO
3	Greenply Middle East Limited, Dubai, UAE	Associate	49%	NO
4	Greenply Gabon SA, Gabon, West Africa	Step-down Associate	49%	NO
5	Greenply Speciality Panels Pvt. Ltd., India (formerly known as Baahu Panels Pvt. Ltd.)	Wholly owned Subsidiary	100%	NO
6	Greenply Sandila Private Limited, India	Wholly owned Subsidiary	100%	NO
7	Alishan Panels Private Limited	Subsidiary	67%	NO
8	Greenply Samet Private Limited, India	Joint Venture	50%	NO
9	Greenply Industries (Myanmar) Private Limited	Step-down Joint Venture	50%	NO

VI. CSR Details

24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	YES
(ii) Turnover (in Rs.Crs)	1,901
(iii) Net worth (in Rs. Crs)	829

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:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the company has the mechanism in place to redress Grievances if any as per the policy defined. https://www.greenply.com:5001/pdf1715930795231-8304.pdf	0	0	NIL	0	0	NIL
Investors (other than shareholders)	Yes, investors can register their complaints/grievances at separate email ID, i.e., investors@greenply.com Weblink - https://www.greenply.com:5001/pdf1715671950701-5239.pdf	0	0	NIL	0	0	NIL
Shareholders	Yes, shareholders can register their complaints/grievances at separate email ID, i.e., investors@greenply.com Weblink - https://www.greenply.com:5001/pdf1715671950701-5239.pdf	7	0	NIL	8	0	NIL
Employees and workers	Yes, the company has the mechanism in place to redress Grievances if any as per the policy defined. Weblink - https://www.greenply.com/investors	0	0	NIL	0	0	NIL
Customers	Yes, Grievance Redressal Mechanism is in place, have separate email ID, i.e., sales.ply@greenply.Com	5	4	NIL	4	4	NIL

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
		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
Value Chain Partners	Yes, Grievance Redressal Mechanism is in place, have separate email ID, i.e., sales.ply@greenply.Com	3181	177	There is a separate software system installed in the company to check and resolve the complaints	2713	230	There is a separate software system installed in the company to check and resolve the complaints
Other (please specify)							

26. 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	Climate Change and GHG Emissions	Risk	The escalating impacts of climate change pose a significant threat to business operations, particularly in global supply chains. The unpredictability of these effects, such as disruptions caused by extreme weather events, increased GHG emissions underscores the importance of recognizing climate change as a critical risk factor.	Although our company operates with relatively low emissions, we actively participate in climate change mitigation efforts. Our strategy includes sustainable forest management and plantation initiatives, which not only contribute to reducing our carbon footprint but also enhance our resilience against climate-related risks.	Climate change introduces financial uncertainty, particularly through the potential volatility of seasonal cash flows due to more frequent and severe extreme weather events, such as cyclones, floods, and wildfires. This risk is further compounded by increased GHG emissions and the possibility of higher insurance premiums and the reduced availability of insurance coverage for assets located in high-risk areas.

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)
2	Energy Usage	Risk and Opportunity	Managing energy usage is essential for minimizing our carbon footprint and controlling operational costs. Efficient energy use and a shift towards renewable energy sources can significantly impact both environmental and financial performance.	Implement technology solutions and plant optimizations to lower energy consumption. Invest in renewable energy sources to enhance the share of renewable electricity. Manage dust emissions by improving processes across log handling, chipping, screening, and veneer trimming. Monitor and reduce greenhouse gas (GHG) emissions from our operations.	Inadequate efforts to reduce energy use coupled with a lack of renewable energy adoption, can lead to higher operational costs and potential penalties.
3	Sustainable Forest Management	Opportunity	Sustainable sourcing of raw materials is crucial for addressing environmental issues like deforestation and habitat destruction. By adopting responsible practices, we can reduce greenhouse gas emissions and enhance our ESG performance.	GIL engages in sustainable forest management and plantation activities, sourcing all timber through agroforestry. This approach ensures no deforestation and supports the creation of a sustainable raw material supply while fostering strong community relationships.	Sustainable sourcing practices can reduce environmental risks, potentially lower operational costs, and improve ESG performance, which may lead to favorable market positioning and stronger stakeholder relationships.
4	Water Footprint and Related Risks	Risk	Effective management of natural resources, particularly water, is essential to prevent overextraction in local and waterstressed regions. For a plywood manufacturing entity like GIL, controlling water use and disposal is crucial.	Implement technology solutions and plant optimizations to reduce water consumption. Recycle wastewater from the RO system into reservoirs for use in sprinklers, which helps replenish the groundwater table and improves local water availability	Operations in waterstressed areas can lead to higher costs for water procurement, whether from tankers or municipal sources. Enhanced water management practices can help mitigate these costs and improve overall resource efficiency.
5	Waste Generation & Disposal	Opportunity	Effective waste management is crucial to prevent pollution and contamination of earth, water, and air. Proper handling of waste can mitigate environmental impacts and align with regulatory requirements.	Reuse wood waste as fuel and modify processes to minimize operational waste. Implement welldefined waste management procedures. Ensure appropriate disposal of hazardous waste in compliance with regulatory standards through authorized vendors.	Implementing robust waste management practices can lead to cost savings through the reuse of materials and avoid fines and penalties. Additionally, reducing waste improves the environmental footprint and enhances operational efficiency.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Safety and Health for Workers and Contractors	Risk and Opportunity	Safety and Health for workers and contractors is central to our strategy due to its significant impact on staff safety and overall productivity. Addressing workrelated injuries and focusing on employee wellbeing is essential for maintaining a productive workforce and reducing health hazards across our operations.	At GIL, we emphasize a comprehensive OHS management system, including training and awareness for all stakeholders. Our goal is to minimize workplace incidents through a robust safety management system and continuous improvement in safety practices.	A strong focus on occupational health and safety not only enhances our brand image but also promotes worker morale, potentially leading to increased productivity, lower turnover, and better community relations. Furthermore, maintaining a safe working environment reduces compensation expenses and minimizes downtime associated with safety inquiries.
7	Community Relationship	Opportunity	Community relationship is crucial for the wood-based industry as it fosters measurable and positive changes within the local communities where the company operates. This engagement helps in building trust and creating a supportive work environment.	GIL actively participates in community development programs, engagement exercises, and regular impact assessments. These efforts are designed to foster strong relationships with local communities and address their needs effectively.	Effective community engagement can establish trust and create a favourable work environment, leading to smoother operations and operational benefits. This positive relationship with local communities can contribute to long-term stability and support for the company's activities
8	Training and Education	Opportunity	Investing in the skill development of employees and fostering a healthy working environment is crucial for enhancing workforce capabilities and ensuring a productive workplace.	GIL is committed to upgrading employees and management through training in the latest technologies and industry best practices. This focus on continuous learning helps maintain a skilled and motivated workforce.	Effective skill development and a positive work environment are key to attracting, retaining, and motivating talent, which is essential for achieving business success in a competitive industry. These practices can lead to higher productivity, reduced turnover, and a stronger competitive position.
9	Diversity, Equity and Inclusion	Opportunity	Promoting a diverse workforce and providing equal opportunities are vital for fostering effective human capital development and engaging local communities in manufacturing operations. This approach contributes to a more inclusive and supportive work environment.	GIL is committed to diversity and inclusion, exemplified by initiatives such as employing women carpenters and architects. By ensuring equal opportunities and addressing discriminatory practices, we aim to build a comprehensive and equitable organizational culture.	A diverse workplace enhances talent retention, improves customer orientation, and boosts employee satisfaction and decision-making. These benefits contribute to increased organizational returns and create a positive feedback loop for continued growth and success

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	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.greenply.com:5001/pdf1715930337529-7289.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Forest Stewardship Council FSC® FM BIS Certificates CARB Certification IGBC Membership - IGBCMP091126 Greenpro Certification for Rajkot manufacturing plant								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by respective departments led by the Management and Board of Directors."								

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)

As India's one of the largest plywood and wood-based manufacturing Company, we recognize the pressing need for bold corporate actions and transformative measures in response to the climate crisis. Throughout the year, we have made significant progress in integrating sustainability into our core business practices. Our first sustainability report, "Growing Together," served as a valuable tool to assess our non-financial performance and identify areas for improvement. Also, last year we published 2nd ESG report. Which provided a roadmap till FY 2025, integrating sustainability into our business operations covering aspects of environment, social and governance. We acknowledge that there is immense potential to prioritize and embed sustainability throughout our entire value chain, starting from the strategy stage.

Sustainability principles and practices have been an integral part of our business right from the start and the idea of sustainability is not new to GIL, our business relies on natural resource as key raw material, and we understand that it is an imperative that we replenish what we take from the natural ecosystem. Our fundamental values as a business unit have ensured that we foster the well-being of the communities in which we operate. At GIL, we recognize the importance of preserving nature and giving back more than we take. All our manufactured products are sourced from plantation timber, and through our plantation activities, we actively collaborate with local communities to support livelihoods. Our efforts have resulted in improved biodiversity, increased green cover around our plant locations, and enhanced social conditions for the communities we work with. We remain steadfast in maintaining ecological harmony and continue to collaborate with all stakeholders in this pursuit. Moreover, we have focused on stakeholder engagement, compliance & ethics, people, environment, and communities as our key focal points in the pursuit of sustainability. We firmly believe that the goodwill we earn in the industry and among our customers plays a vital role in sustainable business achievement. With our strategic initiative, 'ESG360,' we are already cultivating a business strategy that embraces sustainability and respects both people and the planet. Looking ahead, we are committed to objectively considering all potential sustainability impacts that may affect our business and stakeholders. Our sustainability agenda will encompass a comprehensive assessment of risks and opportunities beyond the traditional financial and strategic aspects. We are proud of our progress towards becoming a more sustainable and inclusive company, but we know that there is still more work to be done. Together, we can build a future that not only brings success to our business but also leaves a positive and lasting impact on society and the environment

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr Rajesh Mittal, Chairman cum Managing Director (Executive Director), DIN-00240900, is responsible for implementation of the Business Responsibility (BR) policies of the Company
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Mr Rajesh Mittal, Chairman cum Managing Director (Executive Director) of the company is responsible for decision making and sustainability related 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									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Director									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Quarterly								

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.	<table border="1"> <thead> <tr> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> </tr> </thead> <tbody> <tr> <td colspan="9">No. However, the Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees</td> </tr> </tbody> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9	No. However, the Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees								
P1	P2	P3	P4	P5	P6	P7	P8	P9											
No. However, the Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees																			

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

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

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 programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Independent Directors of the Company visited the Company's unit situated at Kripampur, West Bengal and they were shown the production process and operation of the said unit including process of manufacturing of value added product.	100%
Key Managerial Personnel	-	-	0%
Employees other than BoD and KMPs	-	-	0%
Workers	-	-	0%

- 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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NA	NA	NIL	NA	NA
Settlement	NA	NA	NIL	NA	NA
Compounding Fee	NA	NA	NIL	NA	NA

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

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 or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company has in place Code of Business Ethic and circulated to all employees of the Company but the same has not been posted in the Company's website. Further, the Company has adopted a Vigil Mechanism Policy to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee. The Vigil Mechanism Policy as adopted by the Company is available on the Company's website at: <https://www.greenply.com:5001/originalpdf1740395042456-7005.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:

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

	FY 24-25 (Current Financial Year)		FY 23-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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

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

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Number of days of accounts payables	83	62

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:

Parameters	Metrics	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses"	0	0

Parameters	Metrics	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	91%	92%
	b. Number of dealers / distributors to whom sales are made	2234	2105
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	13%	13%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	23.48%	12.96%
	b. Sales (Sales to related parties / Total Sales)	1.81%	0.17%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	98.74%	98.96%
	d. Investments (Investments in related parties / Total Investments made)	98.7%	98.04%

Leadership Indicators

- 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)
NIL	NIL	NIL

- 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 Code of Conduct policy for its Board of Directors and senior management personnel, that provides guidance for avoiding actual or potential conflicts of interest with the Company. This policy aligns with Regulation 17(5) (a) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Code of Conduct policy promotes ethical behavior and uphold the highest degree of corporate governance, this includes emphasizing professional integrity, diligence, and honesty in all duties.

The Board is authorized to address any queries or interpretations needed regarding the Code of Conduct, ensuring prompt and thorough resolution, thus promoting transparency and accountability in the Company's governance practices. The compliance with the code is reviewed annually by all the senior management, including Board members, and any violations are addressed by the Board of Directors. The code is subject to amendment by the Board of Directors as deemed necessary

Additionally, the Company receives an annual declaration from its Board of Directors and senior management confirming adherence to the Code of Conduct, which includes provisions on dealing with conflicts of interest.

PRINCIPLE 2

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

Essential Indicators

- 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.

	Current Financial Year FY 24-25	Previous Financial Year 23-24	Details of improvements in environmental and social impacts
R&D	100%	NIL	Improved quality of products and making it environment friendly.
Capex	NIL	NIL	NIL

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) - yes
 - If yes, what percentage of inputs were sourced sustainably? - 95+
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The company has an integrated waste management system for safe disposal of all the plastics, e-waste and hazardous waste:

(a) Plastics (including packaging) -

The Plastic waste generated from The packaging and sale of products such as Surface protection films, are quantified and disposed through authorised vendors

(b) E-waste -

All e-waste generated in-house is handed over, from respective locations of the Company, to certified vendors for safe disposal

(c) Hazardous waste -

For all The hazardous waste generated such as used Oil, empty barrels of Oil, discarded resin bags across The Company's facilities, is disposed through authorised waste vendors. The fly ash generated from boilers is used locally to fill The road pits

(d) Other waste -

The wood-based wastes disposed-off safely through authorised vendors

- 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.

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 procures resin and other chemicals in plastic bags as well as uses Surface protection Film for packaging its few products, which makes it subject to Extended Producer Responsibility (EPR) regulations

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."
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The company is yet to conduct LCA studies for any of its product

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
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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 24-25 Current Financial Year	FY 23-24 Previous Financial Year
	0	0

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 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous waste						
Other waste						

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
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NA

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	1,257	1,184	94%	1,257	100%	-	0%	1,257	100%	-	0%
Female	48	47	98%	48	100%	48	100%	-	0%	-	0%
Total	1,305	1,231	94%	1,305	100%	48	4%	1,257	96%	-	0%
Other than Permanent Employees											
Male	226	131	58%	192	85%	-	0%	-	0%	-	0%
Female	7	3	43%	7	100%	7	100%	-	0%	-	0%
Total	233	134	58%	199	85%	7	3%	-	0%	-	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	1,145	-	0%	1,145	100%	-	0%	1,145	100%	0	0%
Female	184	-	0%	184	100%	184	100%	-	0%	0	0%
Total	1,329	-	0%	1,329	100%	184	14%	1,145	86%	0	0%
Other than Permanent workers											
Male	1,502	0	0%	1,102	73%	-	0%	1,102	73%	0	0%
Female	235	0	0%	235	100%	235	100%	-	0%	0	0%
Total	1,737	0	0%	1,337	77%	235	14%	1,102	63%	0	0%

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

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.27%	0.24%

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

Benefits	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA.)	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/NA.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	6%	100%	Y	7%	100%	Y
Others- Please specify	0%	0%	NA	0%	0%	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

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

Yes, The Employee Welfare Policy ensures that the needs of differently abled employees and workers are met in accordance with the Rights of Persons with Disabilities Act, 2016, by providing provisions for accessible facilities. Weblink : <https://www.greenply.com:5001/pdf1715930890934-6417.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	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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	Yes, Complaint Box	Grievances received at the factories are attended by the respective plant team, which undergoes regular monitoring. Workers have the option to raise grievances with their supervisors and HR department, and if the issue is not addressed, they can escalate it to the Plant Head.
Other than Permanent Workers	Yes, Complaint Box	
Permanent Employees	Yes, Complaint Box	The Company has a robust process in place for handling permanent and non-permanent employees' grievances to promote transparency and fairness. Employees are encouraged to provide their feedback or grievances directly at the level of HODs/Functional Heads/HR Head, following the Company's open-door policy.
Other than Permanent Employees	Yes, Complaint Box	

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

Category	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1,305	-	0%	1,250	-	0%
- Male	1,257	-	0%	1,211	-	0%
- Female	48	-	0%	39	-	0%
Total Permanent Workers	1,329	461	35%	1,362	350	26%
- Male	1,145	461	40%	1,234	350	28%
- Female	184	-	0%	128	-	0%

8 Details of training given to employees and workers:

Category	FY 24-25 (Current Financial Year)					FY 23-24 (Previous Financial Year)				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
	(A)	No. (B)	% (B / A)	No. (C)	% (C / A)	(D)	No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	448	286	64%	5	1%	1211	182	15%	0	0%
Female	6	4	67%	-	0%	39	2	5%	0	0%
Total	454	290	64%	5	1%	1250	184	15%	0	0%
Workers										
Male	1,089	588	54%	140	13%	1234	27	2%	33	3%
Female	181	72	40%	35	19%	128	0	0%	0	0%
Total	1,270	660	52%	175	14%	1362	27	2%	33	2%

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

Category	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,234	818	66%	1211	718	59%
Female	41	29	71%	39	21	54%
Total	1,275	847	66%	1250	739	59%
Workers						
Male	534	534	100%	1234	789	64%
Female	3	3	100%	128	109	85%
Total	537	537	100%	1362	898	66%

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, we have an occupational health and safety management system with the following details:

1. We strive to achieve the company's goal of zero accidents and injuries.
 2. Provide Mechanical and physical safeguards wherever they are necessary.
 3. Provide employess and workers with necessary protective equipments wherever required and train them to use and care for it properly.
 4. Management consider all employee and worker suggestions for achieving a safer & healthier 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 a mechanism to identify and assess potential risks at the plant level by regular maintenance
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
YES Internal controls are there to report work related hazards at the premises. Company has modified machineries & improved infrastructure to reduce the hazards to NIL.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
YES Employees are covered by medical insurance for occupational as well as non-occupational healthcare cover. Medical insurance coverage has been improved by giving options to employees to include their parents by paying negotiated amount of premiums.

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

Safety Incident/Number	Category	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2.44	2.6
	Workers	8.69	11.76
Total recordable work-related injuries	Employees	8.00	9
	Workers	68.00	68
No. of fatalities	Employees	0.00	0
	Workers	0.00	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.00	0
	Workers	3.00	0

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

First-aid boxes are kept at various convenient places within the units and offices.

Regular maintenance of machinery is conducted as safety measures.

Ambulances are available at each unit for emergency.

Conducting Safety Mock Drills from time to time to prepare for emergency situations.

Conducting routine Safety Committee Meetings to review safety measures and address concerns. Providing Workplace Safety Trainings to educate employees on safe work practices.

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

	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	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	100%
Working Conditions	100%

15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions. None

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 Y
 (B) Workers (Y/N). Y

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

For contractual employess, Monthly PF & ESIC contributions are checked with monthly invoices.

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	
	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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.

NIL

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.

Stakeholder engagement is crucial to our value creation process, and we constantly strive to build an operational framework that helps us in engaging with all our stakeholders seamlessly. In the fast-changing consumer and business landscape, the objective of these engagements is to understand the needs and demands of each stakeholder group and ensure that we remain committed for creating shared value through continuous feedback and consultations. We have devised appropriate channels for effective engagement with all our stakeholder groups. This helps us in providing best possible responses to the concerns and keeping up with their expectations

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 – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investor/Shareholders	No	Annual Reports Press releases and publications Investor meets Annual General Meeting	Annually/ Quarterly	<ul style="list-style-type: none"> • Economic/ Financial performance • Future projects and approach • Transparency • Business Ethics
Agro-forestry communities”	Yes	Local area development Press release and publications Farmer’s meets	Annually/ Quarterly	<ul style="list-style-type: none"> • Education • Healthcare • Sustainable forest management • Community engagement
Dealers/ Customers	No	Formal and informal engagement through meetings and seminars”	Annually/ Quarterly/ Monthly	<ul style="list-style-type: none"> • Business sales • Customer feedback • Product quality • Product certifications • Product specifications
Employees	No	Awareness training Performance appraisals Annual employee satisfaction survey Grievance redressal mechanism	Annually/ Quarterly	<ul style="list-style-type: none"> • Rewards and recognition • Personal development and growth • Empowering work environment • Occupational health and safety • Professional training
Suppliers	No	Formal and informal engagement	Annually/ Quarterly	<ul style="list-style-type: none"> • Price and quality • Timeliness of supplies
Government and regulatory bodies	No	Formal engagement	Need-based	<ul style="list-style-type: none"> • Adherence to environmental norms • Approvals & product certifications
Lenders	No	Periodic meeting	Need-based	Financial performance and business of the Company

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 responsibility for implementing the company's ESG strategy and monitoring progress towards the company's vision rests with the Executive chairman, the Managing Director and the Chief Financial officer. The Managing Director, who also serve as representative of the Board, keep the board members informed about the company's ESG plans, targets, and performance.

This information is communicated to stakeholders through various channels, including public forums, websites, and report communications

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, outcome of the materiality assessment and stakeholder consultation are taken forward to identify material topics on sustainability for the company. Based on the significance of material topics, the company, further develop their strategy, which includes policy setting, targets & goals. These targets and goal are then developed and implemented along with monitoring mechanism if deemed necessary. The Company has implemented a guidelines on "Stakeholder Engagement" within the BRSR policy to integrate stakeholder engagement into governance and relevant decision-making processes that may contributes to developing or improving organisational strategy

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups. Greenply's engagement with vulnerable and marginalized stakeholder groups goes beyond traditional philanthropy. Through the CSR programs, the company prioritizes holistic community development, institution-building, and sustainability initiatives tailored to their specific needs. Before undertaking any CSR initiative, the target beneficiary groups are identified, and a comprehensive needs assessment is conduct to understand the community's requirements. The Company also involves partnering with other NGO partners and institutions to execute CSR activities. The programs developed are categorized under thematic areas of Education, Environmental Sustainability, Health facilities, and Agroforestry. To evaluate the impact and social value of the projects, the Company conducts feedback surveys for further improvement."

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,305	257	20%	1,250	106	8%
Other than permanent	233	-	0%	193	-	0%
Total Employees	1,538	257	17%	1,443	106	7%
Workers						
Permanent	1,329	-	0%	1,362	-	0%
Other than permanent	1,737	-	0%	1,047	-	0%
Total Workers	3,066	-	0%	2,409	-	0%

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

Category	FY 24-25 Current Financial Year					FY 23-24 Previous Financial Year				
	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	1,305	-	0%	1,305	100%	1,250	-	0%	1,250	100%
Male	1,257	-	0%	1,257	100%	1,211	-	0%	1,211	100%
Female	48	-	0%	48	100%	39	-	0%	39	100%
Other than permanent	233	-	0%	233	100%	193	-	0%	193	100%
Male	226	-	0%	226	100%	188	-	0%	188	100%
Female	7	-	0%	7	100%	5	-	0%	5	100%
Workers										
Permanent	1329	460	35%	869	65%	1362	0	0%	1362	100%
Male	1,145	325	28%	820	72%	1234	0	0%	1234	100%
Female	184	135	73%	49	27%	128	0	0%	128	100%
Other than permanent	1737	1737	100%	0	0%	1047	0	0%	1047	100%
Male	1,502	1,502	100%	-	0%	801	0	0%	801	100%
Female	235	235	100%	-	0%	246	0	0%	246	100%

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	24,00,000	2	17,75,000.0
Key Managerial Personnel	2	1,14,54,406	-	-
Employees other than BoD and KMP	1,252	6,09,952	48	11,29,108.5
Workers	1,145	2,08,548	184	1,55,064.0

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

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.68%	4.40%

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 Human Resource Department of the Company is responsible for addressing human rights impacts or issues

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

The Company has established internal mechanisms to address grievances related to human rights issues. These policies outline the procedures and channels through which employees or stakeholders can report any grievances or concerns related to human rights violations. The Company ensures that these mechanisms are easily accessible, confidential, and transparent, allowing for prompt and impartial resolution of grievances. Additionally, the Company also conducts awareness programs, training, and regular reviews of these policies to ensure their effectiveness and compliance with relevant laws and regulations.

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

Category	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	0
Discrimination at workplace	0	0	Nil	0	0	0
Child Labour	0	0	Nil	0	0	0
Forced Labour/Involuntary Labour	0	0	Nil	0	0	0
Wages	0	0	Nil	0	0	0
Other human rights related issues	0	0	Nil	0	0	0

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

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00%	0.00%
Complaints on POSH upheld	0	0

8 Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
Considering the gravity of the case, Head of HR in consultation with Management, take appropriate measures.

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

10 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	0%

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

No such cases were reported, therefore no corrective actions were required to be taken.

NA

Leadership Indicators

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

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

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others – please specify	0%

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

N/A

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:

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	7,501	5,468
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumption from renewable sources (A+B+C)	7,501	5,468
From Non- renewable sources		
Total electricity consumption (D)	65,727	52,751
Total fuel consumption (E)	1,17,502	48,216
Energy consumption through other sources (F)		
Total energy consumption from Non-renewable sources (D+E+F)	1,83,229	1,00,967
Total energy Consumed (A+B+C+D+E+F)	1,90,729	1,06,435
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1.00	0.60
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output"	-	-
Energy 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

- 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, in the following format:

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	14,375	14,895
(ii) Groundwater	26,685	30,591
(iii) Third party water	0	-
(iv) Seawater / desalinated water	0	-
(v) Others	0	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	41,060	45,486
Total volume of water consumption (in kilolitres)	41,060	45,486
Water intensity per rupee of turnover (Water consumed / turnover)	0.22	0.26

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water 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

4 Provide the following details related to water discharged:

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
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)	-	-

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

Yes. The water consumed in the production process is recycled internally, ensuring that no untreated waste water is released in the environment. The treated waste water majorly consists of wood-waste and chemical waste which post recycling is internally utilised for various purposes.

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

Parameter	Please Specify Unit	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
NOx	Ton	-	0
SOx	Ton	-	0
Particulate matter (PM)	Ton	17.56	15.96
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		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, in the following format:

Parameter	Unit	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,558	1,315
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)"	Metric tonnes of CO ₂ equivalent	11,483	10,404
Total Scope 1 and Scope 2 emission intensity per rupee of turnover(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.07	0.07
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)		0.07	0.07
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			

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 the following mechanisms for GHG emission reduction and Ground CO₂ reduction by:

1. By using electrical vehicles with forklift in operations
2. Solar and hybrid initiatives initiatives
2. By replacement of steam coal with in-house waste for boiler at two plant operations
3. By elimination of outsourced firewood
4. By using energy through solar power

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

Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	14.91	17.63
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	47.00	275
Wood Waste	15,000.00	13,500.00
Total (A+B + C + D + E + F + G + H)	15,061.91	13,792.63
Waste intensity per rupee of turnover(Total waste generated / Revenue from operations)	0.08	0.08
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.08	0.08
Waste intensity in terms of physical output		
Waste intensity (optional) –the relevant metric may be selected by the entity		

Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used	15,000	13,500
(iii) Other recovery operations	NA	NA
Total	15,000	13,500
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling	302.5	275
(iii) Other disposal operations	19.4	17.63
Total	321.9	292.63

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.

As Greenply targets to be a zero-waste company, here waste generated from operations is monitored very closely. We focus on both hazardous and non-hazardous waste generated for its proper reuse as well as disposal. Our hazardous waste mainly comes from the formaldehyde-based resin, which is used as adhesive in plywood manufacturing. This manufacturing process is monitored continuously through quality checks to ensure structural integrity of the end product. Wood chips formed during the plywood manufacturing process are used for energy generation, thus no wood waste is generated. The Company consumes waste products (side cutting, dust etc.) as fuel in the boilers. The water exiting the production system is cleaned and recirculated for boiling water strains. Another use of this water is to maintain the humidity of the production area where small sprinklers are provided at each operation site. We have waste management system in place to comply with the requirements of Pollution Control Board's standards in air and water quality. All hazardous waste is disposed through registered waste management services. All waste data is reviewed monthly by the department head to create action points on the gaps identified.

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.
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Not applicable as none of company's operations are in/around ecological sensitive areas

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

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, the company is compliant with all applicable environmental law/ regulations/ guidelines of India as of March 31, 2025

Leadership Indicators

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

Not applicable as we do not have any plant operating in water stress areas.

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(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		

Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
(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. NA

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

Parameter	Unit	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
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.

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, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Interlocking of boiler fuel feeding with boiler outlet temperature.		Fuel feeding is optimised and there is no excess burning of fuel

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

We are yet to develop & implment disaster management plan in our organisation. But currently we are ensuring the safety of employees, protecting the assets, maintaining businesss opearitions, and minimising potential enviromental impact. We have also developed strategies for continuity, implementing data backup and recovery procedures, maintaining strong supply chain management practices, prioritising employee safety and welfare, mitigating enviromental impact

- 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.

The company is in process of conducting assessments to identify potential enviromental risks and vulnerabilities within its valuechain. This will involve evaluating the enviromental preparedness and resilience of suppliers, customers, and other stake holdersto various hazards, such as natural disasters, pollution incidents and other enviromental emergencies, the data for which shall be available from next FY onwards.

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 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	Merchants' Chamber of Commerce & Industry	State
2	Indian Green Building Council	National
3	Federation of Indian Plywood & Panel Industry	National
4	Bharat Chamber of Commerce	National
5		
6		
7		
8		
9		
10		

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

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

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
			Not Applicable		

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
NIL					

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

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

3. Describe the mechanisms to receive and redress grievances of the community.
The Company undertakes the initiatives through the CSR Committee of the Board as per the CSR Policy of the Company. The Company makes efforts to innovate and invest in the processes and technologies to promote the wellbeing of society, putting the local and the underdeveloped regions in priority.

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

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	50%	60%
Directly from within India	65%	80%

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

Location	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Rural	2	5
Semi-Urban	8	11
Urban	149	163
Metropolitan	91	121

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
NA	

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 INR)
NA			

- 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: NA

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:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sponsoring Girl Child Education	Exact number of beneficiaries are not ascertainable	Not Ascertainable
2	Healthcare Project through Mobile Medical Van (MMV)		
3	Contribution for education of tribals and rural children		
4	Medical Camps - Eye Check-up and Health Awareness Programme		
5	Contribution for purchase of books for School		
6	Plantation activities		
7	Pathology Laboratory for medical diagnose of poor and needy people		
8	Contribution to Uttarakhand Baseball Association, Dehradun		
9	Contribution to the Furniture & Fittings Skill Council towards enhancing vocational skill among Carpenter communities		
10	Contribution for protection, nurturing and welfare of cows		
11	Contribution for promoting education by Arya Samaj Gandhidham Charitable Trust		
12	Contribution to Tennis Tree		

PRINCIPLE 9

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

Essential Indicators

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

Customer can register their issue /complaint directly to company either calling to call centre/ online and it get allocated to respective in charge through automated CRM (LSQ) for resolution.

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

Name and brief details of project	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

- Number of consumer complaints in respect of the following:

	FY 24-25 (Current Financial Year)		Remarks	FY 23-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL		NIL	NIL	
Advertising	NIL	NIL		NIL	NIL	
Cyber-security	NIL	NIL		NIL	NIL	
Delivery of essential services	NIL	NIL		NIL	NIL	
Restrictive Trade Practices	NIL	NIL		NIL	NIL	
Unfair Trade Practices	NIL	NIL		NIL	NIL	
Other	NIL	NIL		NIL	NIL	

- Details of instances of product recalls on account of safety issues:

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

- 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, as of now the web link to the Greenply IT Policy is unavailable, but starting from the next fiscal year, we plan to make it accessible on our website. The company's Customer Relations system emphasise the importance of safeguarding the privacy of customers' private and confidential data throughout their business operations. The Company restricts access to customer data to only authorised employees who require it for legitimate business purposes. This policy reflects the Company's commitment to protect the sensitive information of its customers and ensure that it is handled with utmost sensitivity and security

- 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.

The Company has not received any consumer complaints related to data privacy or cybersecurity, and it does not provide any essential services that would require corrective actions to be taken in these areas

7. Provide the following information relating to data breaches:
- | | |
|---|-----|
| a. Number of instances of data breaches | NIL |
| b. Percentage of data breaches involving personally identifiable information of customers | NA |
| c. Impact, if any, of the data breaches | NA |

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
Details of products offered by our company can be accessed from our website @ <https://www.greenply.com/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Not applicable
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Not applicable
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)
No