# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURE

### I. Details of the Listed Entity

| Sr. No. | Particulars | Response |
|---|---|---|
| 1 | Corporate Identity Number (CIN) of the Listed Entity | L24117TN1972PLC006271 |
| 2 | Name of the Listed Entity | TANFAC Industries Limited ("Company/ TANFAC") |
| 3 | Year of incorporation | 20-12-1972 |
| 4 | Registered office address | No. 14, SIPCOT Industrial Complex, Kudikadu, Cuddalore - 607005, Tamil Nadu, India. |
| 5 | Corporate Address | No. 14, SIPCOT Industrial Complex, Kudikadu, Cuddalore - 607005, Tamil Nadu, India. |
| 6 | E-mail | tanfac.cosecy@anupamrasayan.com |
| 7 | Telephone | +91-4142-239001-05 |
| 8 | Website | https://tanfac.com/ |
| 9 | Financial year for which reporting is being done | 2025-26 |
| 10 | Name of the Stock Exchange(s) where shares are listed | BSE Limited |
| 11 | Paid-up Capital | 9,97,50,000 |
| 12 | Contact Person | |
| | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Mr. N R Ravichandran<br>Chief Financial Officer<br>Tel: +91-4142-239005<br>tanfac.cosecy@anupamrasayan.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 | TÜV SÜD SOUTH ASIA PVT. LTD |
| 15 | Type of assurance obtained | Limited Assurance |

### II. Product/Services

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

| Sr. | Description of Main Activity | Description of Business Activity | % Turnover of the Entity |
|---|---|---|---|
| 1 | Manufacturing of Fluorine Based Chemicals | Manufacturing of Hydrofluoric Acid (HF), Sulphuric Acid, Solar Grade Diluted Hydrofluoric Acid, Aluminium Fluoride & Specialty Fluorochemicals etc. | 100% |

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

| Sr. | Product/Service | NIC Code | % of Total Turnover contributed |
|---|---|---|---|
| 1 | Fluorine-Based Chemicals/ Specialty Chemicals | 20119 | 100% |

## III. Operations

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

| Location | Number of plants | No. of Offices | Total |
|---|---|---|---|
| National | 1 | 1 | 2 |
| International | Nil | Nil | Nil |

### 19. Markets served by the entity:

#### a. Number of Locations:

| Locations | Numbers |
|---|---|
| National (No. of States) | 19 States and one Union Territory |
| International (No. of Countries) | 13 Countries |

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

5.09%

#### c A brief on types of customers:

The Company serves customers in both domestic and international markets across industries such as refrigerant gases, agrochemicals, pharmaceuticals and pharmaceutical intermediates, specialty chemicals, surface treatment, renewable energy, glass and metallurgical sectors. Its products are used as key raw materials and intermediates for various industrial applications.

## IV. Employees

### 20. Details as at the end of Financial Year (FY 2025-26):

#### a. Employees and workers (including differently abled):

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| | | | **Employees** | | | |
| 1 | Permanent (D) | 182 | 176 | 96.70 | 6 | 3.30 |
| 2 | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| **3** | **Total Employees (D+E)** | **182** | **176** | **96.70** | **6** | **3.30** |
| | | | **Workers** | | | |
| 4 | Permanent (F) | 9 | 9 | 100.00 | 0 | 0.00 |
| 5 | Other than Permanent (G) | 427 | 415 | 97.19 | 12 | 2.81 |
| **6** | **Total Workers (F+G)** | **436** | **424** | **97.25** | **12** | **2.75** |

#### b. Differently abled employees and workers (FY 2025-26):

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| | | | **Differently Abled Employees** | | | |
| 1 | Permanent Employees (D) | Nil | Nil | Nil | Nil | Nil |
| 2 | Other than Permanent Employees (E) | Nil | Nil | Nil | Nil | Nil |
| **3** | **Total Employees (D+E)** | **Nil** | **Nil** | **Nil** | **Nil** | **Nil** |
| | | | **Differently Abled Workers** | | | |
| 4 | Permanent (F) | Nil | Nil | Nil | Nil | Nil |
| 5 | Other than Permanent (G) | Nil | Nil | Nil | Nil | Nil |
| **6** | **Total Differently Abled Employees (F+G)** | **Nil** | **Nil** | **Nil** | **Nil** | **Nil** |

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

| Particulars | Total (A) | No. and % of females | |
|---|---|---|---|
| | | No. (B) | % (B/A) |
| Board of Directors | 6 | 2 | 33.33% |
| Key Management Personnel | 3 | 0 | 0% |

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

| Particulars | FY 2025-2026 (Turnover rate in current FY) | | | FY 2024-25 (Turnover rate in previous FY) | | | FY 2023-24 (Turnover rate in previous FY) | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 6.81% | 1.05% | 7.85% | 6.80% | 22.22% | 4.24% | 4.82% | 0% | 4.82% |
| Permanent Workers | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

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

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

| Sr. No. | Name of the holding/ subsidiary/associate companies/joint ventures | Indicate whether it is a holding/Subsidiary/ Associate/or 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) |
|---|---|---|---|---|
| Nil | | | | |

## VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. Turnover (in ₹) (for FY 2025-26): 7,11,07,39,509

iii. Net worth (in ₹) (for FY 2025-26): 3,73,16,56,896

## 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 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|---|
| | | Number of complaints | | Remarks | Number of complaints | | Remarks |
| | | filed during the year | pending resolution at close of the year | | filed during the year | pending resolution at close of the year | |
| Communities | Formal grievance redressal policy is not in place. However, community concerns and grievances, if any, are addressed through regular stakeholder engagement, CSR initiatives and the contact mechanisms available on the Company's website at: https://tanfac.com/investors/contact-us | Nil | Nil | Nil | Nil | Nil | NA |

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|---|
| | | Number of complaints | | Remarks | Number of complaints | | Remarks |
| | | filed during the year | pending resolution at close of the year | | filed during the year | pending resolution at close of the year | |
| Investors (other than shareholders) | Yes. The Company has established mechanisms for redressal of investor grievances. Investors may communicate their queries and grievances through the dedicated e-mail ID: tanfac.invreln@anupamrasayan.com or through the contact details available on the Company's website at: https://tanfac.com/investors/contact-us | Nil | Nil | Nil | Nil | Nil | NA |
| Shareholders | Yes. Shareholders may lodge their queries/complaints through the dedicated e-mail ID: tanfac.invreln@anupamrasayan.com or with the Company's Registrar and Share Transfer Agent ("RTA"), Integrated Registry Management Services Private Limited, at: EInward@IntegratedIndia.in<br><br>Shareholders may also submit their queries and grievances through the Company's website at: https://tanfac.com/investors/contact-us | 7 | Nil | NA | Nil | Nil | NA |
| Employees and workers | Yes. The Company has implemented a Whistle Blower Policy, which provides a vigil mechanism for employees and workers to report unethical behaviour and concerns. The Policy is available on the Company's website at:<br><br>https://tanfaccms.tinglabs.in/uploads/policy-Whistle-Blower.pdf<br><br>The Company has also adopted a Policy on Prevention of Sexual Harassment (POSH) to ensure a safe and inclusive workplace environment.<br><br>Employees and workers may also raise their grievances through the contact mechanisms available on the Company's website at: https://tanfac.com/investors/contact-us | Nil | Nil | NA | Nil | Nil | NA |

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy) | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|---|
| | | Number of complaints | | Remarks | Number of complaints | | Remarks |
| | | filed during the year | pending resolution at close of the year | | filed during the year | pending resolution at close of the year | |
| Customers | The Company has established internal mechanisms to address customer queries, feedback and grievances, if any, in a timely manner. | Nil | Nil | NA | Nil | Nil | NA |
| Value Chain Partners | The Company maintains regular engagement with its value chain partners and has internal mechanisms in place to address concerns and grievances, if any. | Nil | Nil | NA | Nil | Nil | NA |

## 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:

| Material Issue Identified | Indicate whether risk or opportunity | 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) |
|---|---|---|---|---|
| Energy Management and Renewable Energy Transition | Risk and Opportunity | Efficient energy management and increased use of renewable energy contribute towards reduction in greenhouse gas emissions, improved resource efficiency and support the Company's long-term sustainability objectives. | The Company continuously monitors energy consumption and undertakes energy conservation initiatives across its operations. During FY 2025-26, the Company increased the use of renewable energy sourced from solar and wind power, resulting in consumption of approximately 1.30 million kWh of renewable energy. The Company remains committed to increasing the share of renewable energy in its overall energy mix and improving energy efficiency. | Positive – Improved energy efficiency and increased use of renewable energy support long-term cost optimisation, reduction in carbon footprint and enhancement of sustainable business operations. |
| Environmental Compliance and Pollution Control | Risk | The Company's manufacturing operations involve handling of chemicals and are subject to environmental laws and regulations relating to air emissions, water discharge and waste management. | The Company has established systems and procedures to ensure compliance with applicable environmental regulations. Periodic statutory filings relating to air and water compliance are submitted to the regulatory authorities. Internal reviews and external audits are conducted regularly to monitor compliance. The Company also operates pollution control systems and undertakes continuous monitoring of environmental parameters to ensure adherence to prescribed standards. | Negative - In case of non-compliance due to regulatory actions, penalties, operational disruptions and reputational risks. |

## 26. Overview of the entity's material responsible business conduct issues (contd.)

| Material Issue Identified | Indicate whether risk or opportunity | 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) |
|---|---|---|---|---|
| Occupational Health and Safety | Risk | The Company's manufacturing operations involve handling of chemicals and operation of process equipment, which may expose employees and contract workers to occupational health and safety risks. Maintaining a safe workplace is essential for protecting employees, ensuring business continuity and complying with applicable regulatory requirements. | The Company has implemented safety policies and procedures aimed at maintaining a safe and healthy workplace. Regular safety training programmes, mock drills, safety inspections, safety committee meetings and awareness initiatives are conducted to strengthen the safety culture. The Company also conducts periodic health check-ups for employees. During FY 2025-26, the Company introduced AI-enabled monitoring systems for surveillance of critical operational areas to strengthen workplace safety, facilitate early identification of unsafe conditions and support timely corrective actions. Incident reporting and investigation mechanisms are in place to identify root causes and implement corrective and preventive measures. | Negative – Workplace incidents may result in operational disruptions, increased compliance costs, legal liabilities, compensation claims and reputational impact. |
| Water Management and Water Stewardship | Risk | Water is a critical resource for the Company's manufacturing operations. Sustainable water management is essential for operational continuity, resource efficiency and environmental stewardship. | The Company sources water from SIPCOT and continuously monitors water consumption across its operations. Water conservation measures, including rainwater harvesting and water recycling initiatives, have been implemented to optimize water usage and improve resource efficiency. The Company remains committed to responsible water management and reducing dependence on freshwater resources wherever feasible. | Negative – Water scarcity, supply disruptions, regulatory restrictions or increased water procurement costs may adversely impact operations and profitability. |
| Supply Chain and Raw Material Availability | Risk | The Company's manufacturing operations depend on the timely availability of key raw materials, utilities and logistics services. Any disruption in the supply chain or volatility in raw material prices may affect production schedules, operating costs and customer commitments. | The Company maintains relationships with multiple suppliers, undertakes periodic assessment of supplier performance and monitors inventory levels of critical raw materials. The Company also focuses on procurement planning and supply chain coordination to support continuity of operations and timely fulfillment of customer requirements. | Negative – Supply disruptions, logistics challenges or significant fluctuations in raw material prices may increase operating costs, impact production schedules and affect profitability. |

## 26. Overview of the entity's material responsible business conduct issues (contd.)

| Material Issue Identified | Indicate whether risk or opportunity | 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) |
|---|---|---|---|---|
| Human Capital Development and Talent Management | Opportunity | The Company's continued growth and operational excellence depend on attracting, developing and retaining skilled employees. Investing in employee capability building and talent development supports productivity, innovation, succession planning and long-term business sustainability. | The Company focuses on employee training, skill enhancement and professional development through various learning and development initiatives. Regular training programmes are conducted to strengthen technical competencies, operational excellence, safety awareness and leadership capabilities. The Company also promotes employee engagement and a collaborative work culture to support talent retention and organizational growth. | Positive – A skilled and engaged workforce contributes to improved productivity, operational efficiency, innovation and long-term business growth. |
| Sustainable Growth and Product Innovation | Opportunity | The Company's long-term growth is dependent on expanding its product portfolio, developing value-added products, undertaking strategic capital investments and addressing evolving customer and industry requirements. Innovation and capacity expansion support business competitiveness and sustainable growth. | The Company continues to focus on product development, process improvements and strategic growth initiatives to strengthen its market position. Ongoing investments in capacity expansion and new projects, including the proposed manufacturing facility, are expected to support future growth opportunities and enhance the Company's product offerings. | Positive – Product innovation, capacity expansion and successful execution of strategic projects may contribute to revenue growth, improved profitability, market diversification and long-term value creation for stakeholders. |
| Customer Satisfaction | Opportunity | Customer satisfaction is critical for maintaining long-term business relationships, strengthening customer trust and enhancing the Company's market position. Understanding customer requirements and feedback helps improve product quality, service standards and business growth. | The Company maintains regular interactions with customers to understand their requirements and obtain feedback on its products and services. Customer feedback is reviewed and considered for continuous improvement in product quality, service delivery and customer experience. The Company also provides product safety information through Material Safety Data Sheets (MSDS)/ Safety Data Sheets (SDS) and technical support, as required. | Positive: Higher customer satisfaction supports customer retention, repeat business opportunities, strengthened customer relationships and sustainable revenue growth. |

## 26. Overview of the entity's material responsible business conduct issues (contd.)

| Material Issue Identified | Indicate whether risk or opportunity | 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) |
|---|---|---|---|---|
| Corporate Governance and Ethical Business Conduct | Risk and Opportunity | Strong corporate governance practices promote transparency, accountability, ethical conduct and stakeholder confidence. Effective governance supports sustainable business growth and regulatory compliance | The Company has established a governance framework comprising policies, codes and internal controls to ensure compliance with applicable laws and ethical business practices. The Board and its Committees periodically review governance matters, risk management, compliance and stakeholder concerns. The Company also has a Whistle Blower Policy and Code of Conduct to promote integrity and responsible business conduct. | Positive – Strong governance practices enhance stakeholder confidence, support long-term value creation and reduce regulatory and compliance risks. Negative – Governance failures may result in regulatory actions, financial penalties and reputational impact |
| Chemical Handling and Process Safety | Risk | Manufacturing, storage and handling of hazardous chemicals involve inherent process safety risks which may impact employees, assets, communities and business operations. | The Company has implemented process safety management systems, standard operating procedures and emergency response mechanisms across its operations. Regular safety audits, inspections, risk assessments, mock drills and preventive maintenance activities are carried out to strengthen process safety and minimize operational risks. Employee training and awareness programmes are also conducted on a regular basis. | Negative – Process safety incidents may result in operational disruptions, regulatory actions, remediation costs and reputational impact. |
| Biodiversity and Ecological Conservation | Risk | The Company's manufacturing operations are subject to environmental regulations and operate within a broader ecosystem. Protection of biodiversity and ecological resources is important for maintaining environmental sustainability, regulatory compliance and responsible business operations. | The Company undertakes greenbelt development and tree plantation activities within and around its operational areas. Environmental management practices relating to pollution control, waste management, water conservation and monitoring of environmental parameters are implemented to minimize ecological impact and support biodiversity conservation. The Company continues to comply with applicable environmental regulations and promotes sustainable environmental practices across its operations. | Negative – Adverse impact on biodiversity or non-compliance with environmental requirements may result in regulatory actions, remediation costs, operational restrictions and reputational impact. |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| 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, the statutory policies are approved by the Board or Board Committees, as applicable. Other applicable policies are either approved by the Board or by the appropriate authority. | | | | | | | | |
| | c. Web Link of the Policies, if available | We adhere to Anupam Rasayan India Limited's Code of Conduct and policies, which are available on website at www.anupamrasayan.com/sustainability/policies/. | | | | | | | | |
| 2 | Whether the entity has translated the policy into procedures. (Yes/No) | Yes | | | | | | | | |
| 3 | Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | | | | | | | | |
| 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. | We are practicing following Standards:<br>1. ISO 9001:2015 – Quality Management System<br>2. ISO 14001:2015 – Environment Management System<br>3. ISO 45001:2018 – Occupational Health & Safety Management System | | | | | | | | |
| 5 | Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company continuously undertakes initiatives relating to energy efficiency, renewable energy adoption, water conservation, pollution control and waste management. While specific long-term sustainability targets with defined timelines have not been formally adopted, the Company remains committed to improving its environmental and operational performance on an ongoing basis. | | | | | | | | |
| 6 | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | During FY 2025-26, the Company continued to undertake initiatives relating to renewable energy adoption, energy efficiency, water conservation and environmental management. The Company sourced approximately 1.30 million kWh of renewable energy through solar and wind power during the year and continued to implement water recycling, rainwater harvesting and pollution control measures across its operations. | | | | | | | | |
| **Governance, Leadership and Oversight** | | | | | | | | | | |
| 7. | Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: | The Company remains committed to conducting its business in a responsible, sustainable and ethical manner while creating long-term value for all stakeholders. During FY 2025-26, the Company continued its focus on environmental stewardship, operational excellence, workplace safety and responsible resource management. Key initiatives undertaken during the year included increased adoption of renewable energy sourced from solar and wind power, implementation of water conservation measures, strengthening of environmental compliance systems and introduction of AI-enabled monitoring systems to enhance workplace safety. The Company recognizes the challenges associated with climate change, resource efficiency, environmental compliance and evolving stakeholder expectations, and remains committed to addressing these challenges through continuous improvement and sustainable business practices. Going forward, the Company will continue to focus on enhancing energy efficiency, increasing the use of renewable energy, strengthening safety standards and supporting sustainable growth across its operations. | | | | | | | | |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES (Contd.)

| | Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|
| 8 | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (i.es). | 1. Mr. Afzal Malkani<br>Managing Director<br><br>2. Mr. N. R. Ravichandran<br>Chief Financial Officer | | | | | | | | |
| 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. | No | | | | | | | | |
| **10.** | **Details of Review of NGRBCs by the company:** | | | | | | | | | |
| | Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee | | | | | | | | | |
| | Performance against above policies and follow up action | This will be reviewed by our committee members on half yearly basis. | | | | | | | | |
| | Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Yes | | | | | | | | |
| | Frequency (Annually/Half yearly (HY)/Quarterly/Any other – please specify) | | | | | | | | | |
| | Performance against above policies and follow up action | HY | | | | | | | | |
| | Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | HY | | | | | | | | |
| 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. | No. However, the Company's policies, processes, and internal control mechanisms are periodically reviewed and evaluated internally to ensure their effectiveness, relevance, and alignment with the Company's operational and regulatory requirements. Necessary improvements and corrective measures are implemented from time to time based on such evaluations | | | | | | | | |
| | **Questions** | | | | | | | | | |
| **12.** | **If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:** | | | | | | | | | |
| | The entity does not consider the principles material to its business (Yes/No) | NA | | | | | | | | |
| | The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| | The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | |
| | It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| | Any other reason (please specify) | | | | | | | | | |

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

The operations which are driven by integrity, transparency, and accountability demonstrate the Company's commitment to ethical practices, which can have several benefits, including enhanced reputation, improved stakeholder relationships, increased customer loyalty, and a competitive advantage in the marketplace. Moreover, ethical behaviour contributes to a positive business environment, fosters social trust, and contributes to sustainable economic development.

### Essential Indicators

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

| Segment | Total number of training and awareness programs held | Topics/principles covered under the training and its impact | Percentage of persons in respective category covered by the awareness programmes |
|---|---|---|---|
| Board of Directors | 7 | Familiarization programmes for the Board of Directors/KMPs of the Company are done periodically. The topics of the programmes includes business and industry updates, risk management, important regulatory changes and compliances of various statutory requirements, updating on various Codes/ Policies of the Company, environmental, social and governance parameters, legal cases, etc | 100% |
| Key Management Personnel | 7 | | |
| Employees other than BODs & KMPs | 64 (Training Hours – 3404) | 1. Code of Conduct<br>2. Human Rights<br>3. Anti-discrimination<br>4. Anti-harassment<br>5. POSH<br>6. Safety and Health Policy<br>7. Induction Training for new employees | 100% |
| Workers | | | |

### 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.

a. Monetary

| Type | 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 | The Chief Judicial Magistrate Court, Cuddalore. | ₹ 85,000 | The Deputy Director of Industrial Safety & Health filed case No. CC 795/2025 against Management Under Factory Act The Chief Judicial Magistrate (CJM) Court, Cuddalore pertaining to Late Mr. U.Purushothaman and the injured Employee Mr. R. Devanathan, and case is closed on Dated. 27-10-2025 | Nil |
| Settlement | Nil | Nil | Nil | Nil | Nil |
| Compounding fee | Nil | Nil | Nil | Nil | Nil |

b. Non-Monetary

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

### 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.

There have been no instances where appeals or revisions have been sought in cases involving monetary or non-monetary actions.

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

Yes. The Company is committed to maintaining the highest standards of ethical and lawful business conduct. While the Company does not have a separate Anti-Bribery or Anti-Corruption Policy, these principles are firmly embedded in its Code of Conduct and other governance policies. The Code of Conduct applies to Directors, employees and other stakeholders associated with the Company and outlines a clear stance against any form of bribery, corruption or unethical behaviour. It prohibits offering, accepting or soliciting any undue advantage, gift, payment or favour that may improperly influence business decisions. The Company has also established a Whistle Blower Policy that enables employees and other stakeholders to report concerns relating to unethical conduct, bribery, corruption or violations of applicable laws and regulations. Through these mechanisms, the Company promotes a culture of integrity, accountability and ethical business practices across its operations.

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

| Category | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Directors | Nil | Nil |
| KMPs | | |
| Employees | | |
| Workers | | |

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

| Topic | FY 2025-26 (Current Financial Year) | | FY 2024-25 (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 KMPs | | | | |

### 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.

During FY 2025-26, the Company did not report any such cases.

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

| Topic | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Number of days of accounts payables | 26 | 40 |

### 9. Open-ness of business

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

| Parameter | Metrics | | FY 2025-26 | FY 2024-25 |
|---|---|---|---|---|
| Concentration of Purchases | a. | Purchases from trading houses as % of total purchases | 16.98% | 18.13% |
| | b. | Number of trading houses where purchases are made from | 239 | 229 |
| | c. | Purchases from top 10 trading houses as % of total purchases from trading houses | 85.27% | 85.25% |
| Concentration of Sales | a. | Sales to dealers/distributors as % of total sales | 20.15% | 13.55% |
| | b. | Number of dealers/distributors to whom sales are made | 9 | 3 |
| | c. | Sales to top 10 dealers/Distributors as % of total sales to dealers/distributors | 100% | 100% |
| Share of RPTs In | a. | Purchases (Purchases with related parties/Total Purchases) | 0.43% | 0.31% |
| | b. | Sales (Sales to related parties/Total Sales) | 1.88% | 3.57% |
| | c. | Loans & advances (Loans & advances given to related parties/Total loans & advances) | Nil | Nil |
| | d. | Investments (Investments in related parties/Total Investments made) | 100% | 100% |

## Leadership Indicators

### 1. Awareness programmes conducted for value chain partners on any of the NGRBC Principles during the financial year:

| Total number of training and awareness programmes held | Topics/principles covered under the training and its impact | %age of persons in value chain covered by the awareness programmes |
|---|---|---|
| Not Available* | | |

*The Company has developed a plan of undertaking the awareness programmes for the value chain partners.

### 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.

established a comprehensive Code of Conduct that is applicable to all employees, senior management, and the Board of Directors. This Code includes clear provisions related to conflicts of interest, ensuring that all individuals are aware of their responsibilities to avoid situations that may compromise their impartiality or integrity.

The Code of Conduct can be accessed at https://tanfac.com/investors/governance-policies/code-of-conduct

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

The company has established a sustainability policy that acknowledges the contemporary challenges, such as climate change, and endeavors to employ mitigation strategies for a sustainable future for generations to come. The company strives to promote a clean environment and safe society by utilizing safe and resource-efficient technologies to reduce emissions and waste in its operations and those of its suppliers. Company aims to implement sustainable production and consumption practices that are vital for enhancing people's quality of life and preserving natural resources on the planet.

## 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.

| Type | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) | Details of improvement in social and environmental aspects |
|---|---|---|---|
| Research & Development (R&D) | 7.23% | 19.29% | Implementation of air pollution control systems to enhance emission control and environmental performance. |
| Capital Expenditure (CAPEX) | 1.81% | 80.71% | |

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

The entity has no set procedure in place for sustainable sourcing however, Vendors are onboarded after due diligence to ensure alignment with our expectations, including labor standards, data security, and environmental compliance. Regular assessments and engagement initiatives are conducted to promote awareness and strengthen sustainable practices across the supplier ecosystem.

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

Not Applicable

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

| | | |
|---|---|---|
| a. | Plastics (including packaging) | Not Applicable. The Company's products are industrial chemicals and the Company does not have any product take-back mechanism for plastics or packaging at the end of life. Plastic waste generated, if any, during operations is disposed of through authorized recyclers in accordance with applicable regulations. |
| b. | E-waste | E-waste generated from the Company's operations is disposed of through authorized e-waste recyclers in compliance with applicable environmental regulations. |
| c. | Hazardous waste | The Company has established systems and procedures for the safe handling, storage, transportation and disposal of hazardous waste generated during its manufacturing operations. Hazardous waste is disposed of through authorized recyclers, co-processing facilities and treatment, storage and disposal facilities (TSDFs), as applicable, in accordance with the provisions of applicable environmental laws and regulations. |
| d. | Other waste | Non-hazardous waste generated from operations is segregated and disposed of through authorized agencies. The Company continues to undertake initiatives for waste reduction, reuse and recycling, wherever feasible. |

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

The Company adheres to Extended Producer Responsibility (EPR) principles in its business activities.

## 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) |
|---|---|---|---|---|---|
| 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.**

| Sr. No. | Name of the product | Description of the risk | 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 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
| Lime sludge | 0.1% | 1.30% |
| Sulfur sludge | 0.03% | 0.02% |

### 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:

| Category | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | Reused | Recycled | Safely Disposed | Reused | Recycled | Safely Disposed |
| Plastics (including packaging) | Nil | Nil | Nil | Nil | Nil | Nil |
| E-waste | Nil | Nil | Nil | Nil | Nil | Nil |
| Hazardous waste | Nil | Nil | Nil | Nil | Nil | Nil |
| Other waste | Nil | Nil | Nil | Nil | Nil | Nil |

### 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 products sold for their respective category |
|---|---|
| Nil | Nil |

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

Promoting equitable treatment and dignity for employees and workers within the Company and value chains is a crucial aspect of responsible and sustainable business practices. The commitment of safeguarding the health and safety of the workforce demonstrates a focus on their well-being and underscores the importance of providing a safe work environment. Implementing policies, processes, and systems that empower the workforce is a proactive step towards ensuring equal opportunities, fair working conditions, pay, and career development. By establishing transparent and inclusive practices, the Company promotes a sense of trust, motivation, and loyalty among your workforce.

3 GOOD HEALTH AND WELL-BEING
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH

### 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 | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | No. (D) | % (D/A) | No. (E) | % (E/A) | No. (F) | % (F/A) |
| **Permanent Employees** | | | | | | | | | | | |
| Male | 176 | 176 | 100% | 176 | 100% | 0 | 0% | NA | NA | NA | NA |
| Female | 6 | 6 | 100% | 6 | 100% | 6 | 100% | 0 | 0% | 0 | 0% |
| **Total** | **182** | **182** | **100%** | **182** | **100%** | **6** | **100%** | NA | NA | NA | NA |
| **Other than Permanent Employees** | | | | | | | | | | | |
| Male | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | NA | NA |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | NA | NA |
| **Total** | **0** | **0** | **0%** | **0** | **0%** | **0** | **0%** | **0** | **0%** | **NA** | **NA** |

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

| Category | % of employees covered by | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care Facilities | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | No. (D) | % (D/A) | No. (E) | % (E/A) | No. (F) | % (F/A) |
| **Permanent Workers** | | | | | | | | | | | |
| Male | 9 | 9 | 100% | 9 | 100% | 0 | 0% | NA | NA | NA | NA |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| **Total** | **9** | **9** | **100%** | **9** | **100%** | **0** | **0%** | **0** | **0%** | **0** | **0%** |
| **Other than Permanent Workers** | | | | | | | | | | | |
| Male | 415 | 0 | 0% | 415 | 100% | NA | NA | NA | NA | NA | NA |
| Female | 12 | 0 | 0% | 12 | 100% | NA | NA | NA | NA | NA | NA |
| **Total** | **427** | **0** | **0%** | **427** | **100%** | **NA** | **NA** | **NA** | **NA** | **NA** | **NA** |

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

| Topic | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Cost incurred on wellbeing measures as a % of total revenue of the company | 0.10% | 4.11% |

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

| Sr. | Benefits | FY 2025-26 (Current FY) | | | FY 2024-25 (Previous FY) | | | FY 2023-24 (Previous FY) | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | No. of employees covered as a % of total employees | No. of workers covered as a % of total worker | 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 worker | 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 worker | Deducted and deposited with the authority (Y/N/N.A.) |
| 1. | PF | 100% | 100% | Yes | 100% | 100% | Yes | 100% | 100% | Yes |
| 2. | Gratuity | 100% | 100% | Yes | 100% | 100% | Yes | 100% | 100% | Yes |
| 3. | ESI | 0% | 0% | NA | 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.

In accordance with the Rights of Persons with Disabilities Act, 2016, the Company has ensured that its premises are accessible to differently-abled employees and workers. This support ensures that every individual feels valued and included, irrespective of their abilities.

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

Yes, the Company has implemented a policy aligned with the Rights of Persons with Disabilities Act 2016 and its associated Rules, accessible to all employees via the Company's local intranet. This policy underscores our commitment to fostering inclusivity and addressing the needs of differently-abled individuals in the workplace.

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

| Gender | Permanent Employees | | Permanent Workers | |
|---|---|---|---|---|
| | Return to work rate | Retention Rate | Return to work rate | Retention Rate |
| Male | NA | NA | NA | NA |
| Female | NA | NA | NA | NA |
| **Total** | **NA** | **NA** | **NA** | **NA** |

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

| Category | Yes/No | Details of the mechanism in brief |
|---|---|---|
| Permanent Workers | Yes | Yes, the Company has a well-defined grievance mechanism that allows any member of the workforce to address their concerns through the designated process. If dissatisfied with the resolution, employees, including workers, have the opportunity to escalate grievances directly to their reporting manager or even the managing director, ensuring accessibility to discuss any organizational matters of concern. |
| Other than Permanent Workers | | |
| Permanent Employees | | |
| Other than Permanent Employees | | |

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

| Category | FY 2025-26 (Current FY) | | | FY 2024-25 (Previous FY) | | |
|---|---|---|---|---|---|---|
| | Total employees/ workers in respective category (A) | No. of employees/ workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees/ workers in respective category (C) | No. of employees/ workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| **Permanent Employees** | | | | | | |
| Male | Nil | Nil | Nil | Nil | Nil | Nil |
| Female | Nil | Nil | Nil | Nil | Nil | Nil |
| **Total** | **Nil** | **Nil** | **Nil** | **Nil** | **Nil** | **Nil** |
| **Permanent Workers** | | | | | | |
| Male | 9 | 9 | 100% | 9 | 9 | 100% |
| Female | Nil | Nil | Nil | Nil | Nil | Nil |
| **Total** | **9** | **9** | **100%** | **9** | **9** | **100%** |

The company's workers are members of the Tanfac Employees Union, affiliated with CITU.

## 8. Details of training given to employees and workers:

| Category | FY 2025-26 (Current FY) | | | | | FY 2024-25 (Previous FY) | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (A) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| **Employees** | | | | | | | | | | |
| Male | 176 | 176 | 100% | 176 | 100% | **165** | 165 | 100% | 165 | 100% |
| Female | 6 | 6 | 100% | 6 | 100% | **4** | 4 | 100% | 4 | 100% |
| **Total** | **182** | **182** | **100%** | **182** | **100%** | **169** | **169** | **100%** | **169** | **100%** |
| **Workers** | | | | | | | | | | |
| Male | 9 | 9 | 100% | 9 | 100% | **9** | 9 | 100% | 9 | 100% |
| Female | 0 | 0 | 0% | 0 | 0% | **0** | 0 | 0% | 0 | 0% |
| **Total** | **9** | **9** | **100%** | **9** | **100%** | **9** | **9** | **100%** | **9** | **100%** |

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

| Category | FY 2025-26 (Current FY) | | | FY 2024-25 (Previous FY) | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| **Employees** | | | | | | |
| Male | 176 | 176 | 100% | 165 | 165 | 100% |
| Female | 6 | 6 | 100% | 4 | 4 | 100% |
| **Total** | **182** | **182** | **100%** | **169** | **169** | **100%** |
| **Workers** | | | | | | |
| Male | 9 | 9 | 100% | 9 | 9 | 100% |
| Female | 0 | 0 | 0% | 0 | 0 | 0% |
| **Total** | **9** | **9** | **100%** | **9** | **9** | **100%** |

## 10. Health and safety management system:

| | | |
|---|---|---|
| a. | Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If yes, the coverage such system? | Yes, the ISO 45001:2018, Occupational Health and Safety Management System has been comprehensively implemented throughout factory premises, ensuring coverage for all employees, contract workers, and external parties engaged in activities at or visiting the Company's site. |
| b. | What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? | The Company has established comprehensive methodologies for hazard identification and assessment, aimed at identifying work-related hazards in both routine and non-routine activities:<br>• **Process-Related Hazards:** The Company uses Hazard Operability (HAZOP) to ensure thorough identification and assessment.<br>• **Routine and Non-Routine Activities:** These are managed through the implementation of Hazard Identification and Risk Assessment (HIRA) procedures.<br>• **Exposure-Related Activities:** Health Risk Assessment (HRA) is conducted to identify and evaluate these activities. |

## 10. Health and safety management system: (Contd.)

| | | |
|---|---|---|
| c. | Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No) | Yes, the Company has a robust incident reporting procedure in place, including provisions for training on accident reporting. This training covers the reporting of accidents, near-misses, unsafe acts, and unsafe conditions. |
| d. | Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No) | Yes, TANFAC ensures comprehensive healthcare coverage for all employees and workers through various schemes, including Mediclaim, life-term insurance policies, and ESIC (Employees' State Insurance Corporation). Health promotion services and programs are personalized according to routine medical assessments. The Company emphasizes healthy dining choices in the canteen and offers recreational amenities including a gym with indoor sports like table tennis, as well as outdoor games like cricket and badminton. Additionally, Occupational Health Center (OHC) is accessible to all workers for nonoccupational medical consultations, bolstering the overall healthcare support provided to employees and workers across the organization |

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

| Safety Incident/Number | Category | FY 2025-26 (Current FY) | FY 2024-25 (Previous FY) |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 1.35 |
| | Workers | 0.579 | 0.67 |
| Total recordable work-related injuries | Employees | 0 | 2 |
| | Workers | 1 | 1 |
| No. of fatalities | Employees | 0 | 1 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

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

The Company has established comprehensive methodologies for hazard identification and assessment to address work-related hazards, including both routine and non-routine activities. Specific methods are employed for thorough evaluations of different types of hazards:

1. **Hazard and Operability (HAZOP):** Used for process-related hazards.
2. **Hazard Identification and Risk Assessment (HIRA):** Applied to routine and non-routine activities.
3. **Quantitative Risk Assessment (QRA):** Used for Emergency Planning.
4. **Health Risk Assessment (HRA):** Implemented to identify and address exposure-related activities.
5. **Job Safety Analysis (JSA):** Implemented to identify hazard and implementation of risk control measures before execution of each maintenance activity for safe execution of work.
6. **Safety Audits:** Used identify the Hazards and risk and improvements activities.
7. **Pre Start Up Safety Review (PSSR):** Used to ensure safe start up of the process plants.

Additionally, the Company conducts regular site reviews, inspections, and audits to evaluate safety preparedness and identify areas for improvement. Recognizing the importance of continuous training, the Company provides regular occupational health and safety training to employees. This training ensures employees are aware of potential risks, safety protocols, and best practices, enhancing their ability to handle various workplace situations.

During this year, the Company has:

- Undertaken internal and external audits to systematically and comprehensively evaluate its occupational health and safety practices, policies, and procedures.
- Prioritized employee training in occupational health and safety, providing regular sessions that amounted to an average of 53.06hours per employee.

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

| Topic | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (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 | Nil | | NA | Nil | | NA |
| Health & Safety | | | | | | |

### 14. Assessments for the year:

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

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

The assessments conducted for health and safety practices and working conditions did not highlight any major concerns this financial year. However, the Company continues to actively pursue Hazard Identification and Risk Assessment (HIRA) for routine and non-routine activities, as well as Health Risk Assessment (HRA) and Job Safety Analysis (JSA) for identifying exposure-related activities.

## 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/No): Yes

b. Workers (Yes/No): Yes

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

The Company has implemented essential systems, such as General Conditions and Contracts, which mandate contractors and vendors to deduct and deposit statutory dues, ensuring compliance with regulatory requirements. Additionally, the Company conducts periodic reviews of its vendors to verify that dues related to GST (Goods and Services Tax), PF (Provident Fund), and ESIC (Employee's State Insurance Corporation) are properly deducted and deposited according to applicable norms.

These measures reflect the Company's commitment to upholding legal and financial responsibilities, fostering a transparent and compliant relationship with its contractors and vendors.

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

| Category | Total no. of affected employees/workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|---|---|---|---|---|
| | Current FY 2025-26 | Previous FY 2024-25 | Current FY 2025-26 | Previous FY 2024-25 |
| Employees | 0 | 1 | Nil | 1 |
| Workers | 1 | Nil | Nil | Nil |

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

No, the Company doesn't provide such assistance programs.

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

| Topic | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Health and safety practices | The Company is actively developing a plan of undertaking the process of assessment of the value chain partners in the current financial year. |
| 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.

Not applicable.

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


At our company, we recognize the importance of our stakeholders and their interests, including those who are vulnerable and marginalized. We prioritize engaging with our stakeholders and valuing their feedback through comprehensive policies and processes. Our goal is to create positive impact and maximize value for our stakeholders through our activities, products, processes, and decisions. By working collaboratively with our stakeholders, we aim to build a stronger society and uplift our business.

## Essential Indicators

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

We consider individuals, groups, institutions, or entities that contribute to shaping our business, that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external, and direct as well as indirect. Our process of identification and classification of the stakeholders is defined by their interest, impact and participation in operations of the Company including engagement on various environmental, social and governance matters. Delivering on stakeholder needs, interests and expectations are integral to the way we operate. We keenly listen to our stakeholders and have established various touchpoints and tools for communication, advocacy and engagement. Our key stakeholders include employees, investors, suppliers and partners, customers, government authorities, healthcare professionals, patients and the community.

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

| Stakeholder Group | Whether identified as a Vulnerable & Marginalized Group (Yes/ No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---|---|---|---|---|
| Customers and Suppliers | No | Engaging in one-on-one interactions, conducting customer satisfaction surveys, and making follow-up calls after resolving complaints. Offering a customer service helpline and various communication channels, including email, phone, and in-person meetings as required. Utilizing emails, supplier portals, collaborative platforms, supplier forums, and regular face-to-face meetings to ensure effective engagement | As and When Required | Responding to customers improves satisfaction and brand image. Understanding needs helps to improve products. Supplier feedback boosts quality and collaboration. Supporting growth and ensuring ethical practices strengthens the supply chain |
| Employees and Workers | No | We use digital as well as physical channels of communication including but not limited to e-mails, newsletters, intranet, townhalls and leadership touchpoints, pulse surveys for employee feedback and redressal, and appraisal and training programmes for personal and professional growth. | Daily | Through multiple physical and digital channels of communication, we aim to provide our employees a safe, inclusive and empowering workplace that encourages transparent engagement and the freedom to act, innovate and grow as professionals and individuals. Employees can share concerns in the open Forum. The focus is on employee development, benefits, employee issues, and career growth. |
| Communities | No | Email, Telephone, Community meetings, Social media, Community events etc. | As and When Required | Education support, Infrastructure development, Training & livelihood programs and Participation in social services |
| Investors & Shareholders | No | Email, Telephone, Virtual meetings, In person meetings, Newspaper, Website, Public disclosures, Annual reports, Conference calls, Shareholder meetings. Investor interactions/Calls. | Quarterly/ annually and whenever required | We engage with investors to update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks, our ESG goals/actions, and material events which may have a positive or negative impact on the performance of the Company. |
| Governments and Regulatory Bodies | No | E-mails and letters, Conferences, Industry forums, regulatory filings, meetings with officials, and representation | On periodical basis whenever required | We are dedicated to ensuring timely compliance with all laws and regulations while maintaining transparency and openness in our operations. We strictly follow environmental laws, make prompt payments of dues and taxes, and actively support government initiatives to contribute positively to regulatory bodies and programmes. |

## 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group: (Contd.)

| Stakeholder Group | Whether identified as a Vulnerable & Marginalized Group (Yes/ No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---|---|---|---|---|
| Bankers | No | Periodical Meetings | As and when required | Grasping banking compliance, fostering relationships with bankers, and overseeing banking and credit facilities are essential. Key areas of focus include regulations, compliance, credit facilities, and relationship management. Concerns include noncompliance, strained relationships, and restricted access to credit facilities. |

### 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 engages with its stakeholders, including shareholders, customers, employees, suppliers, regulators and local communities, through various communication channels such as investor meetings, stakeholder interactions, customer engagements, employee feedback mechanisms and statutory disclosures. The Stakeholders Relationship Committee oversees stakeholder engagement and grievance redressal processes, while significant stakeholder concerns and feedback are placed before the Board and its Committees, as appropriate, for consideration and necessary action.

## 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.

The Company engages with various stakeholders, including employees, customers, shareholders, regulators, suppliers and local communities, to understand their expectations and concerns relating to environmental and social matters. Feedback received through these interactions is considered while implementing initiatives relating to workplace safety, environmental compliance, resource conservation, community development and other sustainability-related activities.

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

The Company engages with local communities in the areas surrounding its operations through various Corporate Social Responsibility (CSR) initiatives and community development programmes. During the year, the Company continued to support initiatives in the areas of education, healthcare, skill development and community welfare. The Company also undertakes regular engagement with local stakeholders to understand community needs and support inclusive and sustainable development.

## PRINCIPLE 5: Businesses should respect and promote human rights


The Company is actively steering a work environment that is free from harassment and discrimination and fosters a healthy and inclusive workplace. The commitment of developing robust policies and systems demonstrates the dedication towards ensuring the well-being and empowerment of the workforce. Conducting training and awareness programs which encompasses aspects like dignity, well-being, and human rights further reinforces the importance of treating every stakeholder with respect and fairness.

## Essential Indicators

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

| Category | FY 2025-2026 (current FY) | | | FY 2024-25 (previous FY) | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| **Employees** | | | | | | |
| Permanent | 182 | 182 | 100% | 169 | 169 | 100% |
| Other than permanent | 0 | 0 | 0% | 0 | 0 | 0% |
| **Total** | **182** | **182** | **100%** | **169** | **169** | **100%** |
| **Workers** | | | | | | |
| Permanent | 9 | 9 | 100% | 9 | 0 | 0% |
| Other than permanent | 427 | 427 | 100% | 381 | 0 | 0% |
| **Total** | **436** | **436** | **100%** | **390** | **0** | **0%** |

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

| Category | FY 2025-26 (Current FY) | | | | | FY 2024-25 (Previous FY) | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| **Employees** | | | | | | | | | | |
| **Permanent** | | | | | | | | | | |
| Male | 176 | NA | NA | 176 | 100% | 165 | NA | NA | 165 | 100% |
| Female | 6 | NA | NA | 6 | 100% | 4 | NA | NA | 4 | 100% |
| **Other than Permanent** | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | **0** | NA | NA | 0 | 0% |
| Female | 0 | 0 | 0 | 0 | 0 | **0** | NA | NA | 0 | 0% |
| **Workers** | | | | | | | | | | |
| **Permanent** | | | | | | | | | | |
| Male | 9 | NA | NA | 9 | 100% | 9 | NA | NA | 9 | 100% |
| Female | 0 | NA | NA | 0 | 0% | 0 | NA | NA | 0 | 0% |
| **Other than Permanent** | | | | | | | | | | |
| Male | 415 | 123 | 30% | 292 | 70% | 371 | 284 | 76.55% | 87 | 23.45% |
| Female | 12 | 12 | 100% | 0 | 0% | 9 | 9 | 100% | 0 | 0% |

## 3. Details of remuneration/salary/wages:

### a. Median remuneration/wages:

| Category | Male | | Female | |
|---|---|---|---|---|
| | Number | Median remuneration/ salary/wages of respective category (INR in Lacs) | Number | Median remuneration/ salary/wages of respective category (INR in Lacs) |
| **Board of Directors (BoD)** | **6** | | **2** | |
| A) Executive Directors | 1 | 36.96 | 0 | NA |
| B) Non - Executive Non - Independent Director | 2 | NA | 1 | NA |
| C) Non - Executive Independent Director | 3 | NA | 1 | NA |
| **Key Managerial Personnel** | **3** | **125.69** | **0** | **NA** |
| **Employees other than BoD and KMP** | **178** | **8.22 to 8.13** | **6** | **6.74** |
| **Workers** | **9** | **4.09** | **0** | **NA** |

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

| Topic | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Gross wages paid to females as % of total wages | 1.50% | 1.38% |

## 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)

The Company has designated governance structures to address human rights-related concerns across its operations. The Human Resource Officer (HRO) serves as the nodal authority for overseeing and addressing human rights impacts or issues arising from business activities. In addition, the Internal Committee (IC) under the Prevention of Sexual Harassment (POSH) framework, chaired by a designated member, is responsible for addressing complaints related to workplace harassment and ensuring a safe and respectful work environment. These mechanisms are supported by defined policies and processes to ensure timely identification, review, and resolution of human rights-related concerns.

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

The Company has established structured internal mechanisms to address and resolve grievances related to human rights across its operations. These mechanisms sets out the Company's commitment to ethical conduct, respect for human rights, and responsible business practices. Employees and other stakeholders are provided with formal channels to report concerns, including the Whistle-blower Policy and Vigil Mechanism, which enables confidential reporting of grievances related to unethical conduct, discrimination, harassment, or any violation of human rights principles. All reported concerns are reviewed through defined processes to ensure timely investigation and appropriate resolution. In addition, the Internal Committee (IC) under the Prevention of Sexual Harassment (POSH) framework addresses complaints related to workplace harassment, ensuring a safe and respectful work environment. These mechanisms are supported by established HR policies, regular training and awareness programmes, and oversight by designated authorities to ensure effective implementation. The Company further reinforces its commitment through fair labour practices, including adherence to statutory wage requirements and ensuring that employees and workers are compensated in line with or above applicable minimum wage standards.

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

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

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

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

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

The Company has established safeguards under its Whistle-blower Policy and Vigil Mechanism to protect complainants from any adverse consequences. The policy ensures strict confidentiality of the complainant's identity and the information shared, with access restricted only to authorised personnel involved in the review and investigation process.

The Company follows a zero-tolerance approach towards retaliation, victimisation, or any form of adverse action against individuals who report concerns in good faith. Any such instances are treated seriously and addressed in accordance with the Company's disciplinary framework.

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

Human rights considerations are integrated into the Company's business agreements and contractual frameworks. These requirements reinforce expectations relating to ethical conduct, fair labour practices, non-discrimination, and compliance with applicable laws and regulations across the value chain.

The inclusion of such provisions enables the Company to promote responsible business practices and ensure alignment of its partners with its human rights commitments.

### 10. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|---|---|
| Child labour | 100% |
| Forced/involuntary labour | 100% |
| Sexual harassment | 100% |
| Discrimination at workplace | 100% |
| Wages | 100% |
| Others – please specify | NA |

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

Internal audit and external audits are in place, and corrective actions are being taken by the inquiry/ committee.

## Leadership Indicators

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

As the Company has not received any major human rights grievances/complaints, there was no need to modify/introduce any business process.

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

The Company conducts a thorough internal Human Rights Due Diligence process on a quarterly basis. This procedure is designed to identify, prevent, and address actual or potential human rights impacts arising from its own activities or those of its stakeholders.

### 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?

In accordance with the Rights of Persons with Disabilities Act, 2016, the Company has made its premises accessible to visitors with disabilities. This support ensures that every individual feels valued and included, irrespective of their abilities.

### 4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Child labour | The Company is committed to promoting responsible and ethical business practices across its value chain. Formal assessment of value chain partners relating to child labour, forced labour, sexual harassment, workplace discrimination and compliance with applicable labour laws, including wages and benefits, is currently under development. |
| Forced/involuntary labour | |
| Sexual harassment | |
| Discrimination at workplace | |
| Wages | |
| Others – please specify | |

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

Not Applicable

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

At Tanfac, we are dedicated to promoting sustainable progress and improving societal well-being in the long run. We believe in a comprehensive approach to managing natural resources that aligns with our business goals. We are cognizant of our impact on the triple bottom line: people, planet, and profit. Therefore, we have implemented initiatives to turn our policies and commitments into concrete actions that minimize our environmental impact. We take our responsibility to raise environmental awareness seriously through our operations and community relationship. We are committed to making our operations more sustainable and environmentally friendly.

### Essential Indicators

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

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **From renewable sources** | | |
| Total electricity consumption (A) (in GJ) | 4,691 | Nil |
| Total fuel consumption (B) (in GJ) | Nil | Nil |
| Energy consumption through other sources (c) (in GJ) | 65,871 | Nil |
| **Total energy consumption (A+B+C) (in GJ)** | **70,562** | **Nil** |
| **From non-renewable sources** | | |
| Total electricity consumption (D) | 42,697 | 25,904 |
| Total fuel consumption (E) | 4,61,095 | 3,56,522 |
| Energy consumption through other sources (F) | Nil | 5,9917 |
| **Total energy consumed from nonrenewable Sources (D+E+F)** | **5,03,792** | **4,42,343** |
| **Total energy consumed (A+B+C+D+E+F)** | **5,74,354** | **4,42,343** |
| Energy intensity per rupee of turnover (Total energy consumption/Revenue from operations) (in GJ per INR) | 0.00008051 | 0.0000794 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) | 0.00141869 | 0.001641 |
| **Energy intensity in terms of physical output** | **0.0023958** | **0.00371** |
| 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. Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

**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. The Company does not operate any facility identified as a Designated Consumer (DC) under the Performance, Achieve and Trade (PAT) Scheme of the Bureau of Energy Efficiency, Government of India. Accordingly, no targets have been prescribed for the Company under the PAT Scheme.

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

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **Water withdrawal by source (in kiloliters)** | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 0 | 0 |
| (iii) Third party water | 6,44,283 | 5,73,755 |
| (iv) Seawater/desalinated water | 0 | 0 |
| (v) Others (Rainwater storage) | 0 | 0 |
| Re-used (Steam Condensate)# | 1,04,893 | 91,314 |
| **Total volume of water withdrawal (in kiloliters) (I + ii + iii + iv + v)** | **6,44,283** | **5,73,755** |
| **Total volume of water consumption (in kiloliters)** | **5,70,525** | **5,03,646** |
| **Water intensity per rupee of turnover** (Water consumed/turnover) (liters per INR) | 0.00007997 | 0.08995 |
| **Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption/Revenue from operations adjusted for PPP) (KL per USD) | 0.00160661 | 0.00187 |
| **Water intensity in terms of physical output** | **0.002380** | **0.0042** |
| **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.** Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

### 4. Provide the following details related to water discharged:

| Parameter | Unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| **Water discharge by destination and level of treatment (in kilolitres)** | | | |
| (i) Into Surface water | $m^3$ | - | - |
| - No treatment | $m^3$ | - | - |
| - With treatment | $m^3$ | - | - |
| (ii) Into Groundwater | $m^3$ | - | - |
| - No treatment | $m^3$ | - | - |
| - With treatment | $m^3$ | - | - |
| (iii) Into Seawater | $m^3$ | - | - |
| - No treatment | $m^3$ | - | - |
| - With treatment | $m^3$ | - | - |

## 4. Provide the following details related to water discharged: (Contd.)

| Parameter | Unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| (iv) Sent to third-parties | KL | - | - |
| - No treatment | $m^3$ | - | - |
| - With treatment – We have primary, secondary (MEE & ATFD) and tertiary treatment facility available for effluent treatment after stream segregation at source. | KL | 73,758.7 | 70,109 |
| (v) Others | $m^3$ | - | - |
| - No treatment | $m^3$ | - | - |
| - With treatment | $m^3$ | - | - |
| **Total water discharged (in kilolitres)** | **KL** | **73,758.7** | **70,109** |

**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.** Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Yes, we discharge treated effluent containing inorganic compounds through a common discharge system in compliance with defined norms. Additionally, we have a Zero Liquid Discharge System (ZLDS) for Synthetic Organic Consent Product, incorporating a Multiple Effect Evaporator system.

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

| Parameter | Please specify unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| NOx | Tonne/Year | 139.71 | 40.67 |
| SOx | Tonne/Year | 133.93 | 64.85 |
| Particulate matter (PM) | Tonne/Year | 92.84 | 22.77 |
| Persistent organic pollutants (POP) | NA | NA | NA |
| Volatile organic compounds (VOC) | NA | NA | NA |
| Hazardous air pollutants (HAP) | NA | NA | NA |
| Others – please specify | NA | NA | NA |

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.** Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

| Parameter | Please specify unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| Total Scope 1 emissions (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | $tCO_2e$ | 43226.55 | 29922 |
| Total Scope 2 emissions (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | $tCO_2e$ | 7507 | 5232 |
| **Total Scope 1 and Scope 2 Emissions per rupee of turnover** (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations) | t $CO_2e$/₹ | 0.000007111 | 0.00000631 |
| **Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)**<br><br>(Total Scope 1 and Scope 2GHG emissions/Revenue from operations adjusted for PPP) | Kg $CO_2e$/$ US | 0.00014287 | 0.000130 |
| **Total Scope 1 and Scope 2 emission intensity in terms of physical output** | | **0.0002116** | **0.00030** |
| **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.** Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Yes, at Tanfac, we take our responsibility towards the environment seriously. In line with this:

The Company entered into agreements with TNEB for procurement and utilization of renewable energy sources including solar and wind power, with an investment commitment of approximately ₹15 lakhs. During the last quarter of FY 2025–26, the Company sourced around 1,303,036 kWh of renewable energy through solar and wind power, contributing towards reduction in greenhouse gas emissions and supporting the Company's long-term decarbonization and sustainable energy transition goals. The renewable energy consumption is expected to further increase during FY 2026–27.

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

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **Total Waste generated (in metric tonnes)** | | |
| Plastic waste (A) | 167.36 | 120.56 |
| E-waste (B) | 1.86 | 0 |
| Bio-medical waste (C) | 0.0005 | 0.006875 |
| Construction and demolition waste (D) | Nil | Nil |
| Battery waste (E) | | |

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

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Radioactive waste (F) | Nil | Nil |
| Other Hazardous waste. Please specify, if any. (G) | 1,884.94 | 1,188 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) | 915.46 | 390 |
| **Total (A+B + C + D + E + F + G+ H)** | **2,969.62** | **1,699** |
| **Waste intensity per rupee of turnover** (Total waste generated/Revenue from operations) | 0.00000042 | 0.000000305 |
| **Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total waste generated/Revenue from operations adjusted for PPP) | 0.00000836 | 0.000006300 |
| **Waste intensity in terms of physical output** | **0.000012387** | **0.0000143** |
| **Waste intensity** (optional) – the relevant metric may be selected by the entity | - | - |
| **For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)** | | |
| **Category of waste** | | |
| (i) Re-used | 21,182 | 35,631 |
| (ii) Re-used by product | 0 | 0 |
| (iv) Recycled | 108.13 | 663.82 |
| (v) Coprocessing | 1,701.56 | 266.18 |
| (vi) Non-Hazardous waste | 915.64 | 384.44 |
| **Total** | **23,907.33** | **36,945.44** |
| **For each category of waste generated, total waste disposed by nature of disposal method** | | |
| (i) Incineration | Nil | Nil |
| (ii) Landfilling | 75.25 | 64 |
| (iii) Other disposal operations | Nil | Nil |
| **Total** | **75.25** | **64** |

**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.** Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

**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 product and processes and the practices adopted to manage such wastes.**

As a chemical manufacturing company committed to environmental stewardship, our primary focus is on waste management starting at the source through effective segregation practices. Key initiatives include:

- Implementing the 3R waste management principles (reduce, reuse, recycle), including the partial recycling of ETP Sludge in our processes and co-processing ETP Sludge in cement industries, thereby conserving natural resources.
- Recycling effluent and utilizing it on-site to achieve zero liquid discharge objectives.
- Recovering waste heat for efficient energy use and reduction of our environmental footprint.
- Enhancing safety and hygiene standards with advanced technologies for handling hazardous and toxic chemicals.
- Promoting employee awareness and training on the proper handling and usage of chemicals to ensure safety and environmental compliance.

**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. |
|---|---|---|---|
| 1 | NA | NA | NA |

Our Company operates exclusively within designated industrial areas and does not have offices located in or near ecologically sensitive regions, such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. Consequently, our operations do not necessitate environmental approvals or clearances.

**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 |
|---|---|---|---|---|---|
| - | - | - | - | - | -- |

**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:**

| Specify the law/ regulation/guidelines which was not complied with | Provide details of non-compliance | Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---|---|---|---|
| NIL | NIL | NIL | NIL |

We comply with pertinent environmental laws, regulations, and guidelines in India, which include:

- Water (Prevention and Control of Pollution) Act 1974,
- Air (Prevention and Control of Pollution) Act 1981,
- Environment Protection Act 1986,
- Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016
- Chemical Accidents (Emergency Planning, Preparedness, and Response) Rules, 1996
- Central Motor Vehicles Rules 1989 and their associated rules.

## Leadership Indicators

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

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 | Unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| **Water withdrawal by source (in kilolitres)** | | | |
| (i) Surface water | $m^3$ | Nil | Nil |
| (ii) Groundwater | $m^3$ | Nil | Nil |
| (iii) Third party water | $m^3$ | Nil | Nil |
| (iv) Seawater/desalinated water | $m^3$ | Nil | Nil |
| (v) Others | $m^3$ | Nil | Nil |
| **Total volume of water withdrawal (in kilolitres)** | **$m^3$** | **Nil** | **Nil** |
| **Total volume of water consumption (in kilolitres)** | **$m^3$** | **Nil** | **Nil** |
| **Water intensity per rupee of turnover (Water consumed/ turnover)** | **KL per crore INR** | **Nil** | **Nil** |
| **Water intensity** (optional) – therelevant metric may be selected by the entity | | | |
| **Water discharge by destination and level of treatment (in kilolitres)** | | | |
| (i) Into Surface water | $m^3$ | Nil | Nil |
| - No treatment | $m^3$ | Nil | Nil |
| - With treatment – please specify level of treatment | $m^3$ | Nil | Nil |
| (ii) Into Groundwater | $m^3$ | Nil | Nil |
| - No treatment | $m^3$ | Nil | Nil |
| - With treatment – please specify level of treatment | $m^3$ | Nil | Nil |

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

| Parameter | Unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| (iii) Into Seawater | $m^3$ | Nil | Nil |
| - No treatment | $m^3$ | Nil | Nil |
| - With treatment – please specify level of treatment | $m^3$ | Nil | Nil |
| (iv) Sent to third-parties | $m^3$ | Nil | Nil |
| - No treatment | $m^3$ | Nil | Nil |
| - With treatment – please specify level of treatment | $m^3$ | Nil | Nil |
| (v) Others | $m^3$ | Nil | Nil |
| - No treatment | $m^3$ | Nil | Nil |
| - With treatment – please specify level of treatment | $m^3$ | Nil | Nil |
| **Total water discharged (in kilolitres)** | **$m^3$** | **Nil** | **Nil** |

**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.** Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

| Parameter | Unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| **Total Scope 3 emissions** (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | $TCO_2e$ | 1,10,691 | 65,931 |
| **Total Scope 3 emissions per rupee of turnover** | **$T\,CO_2e$/ INR** | **0.00001552** | **0.0000118** |
| **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.** Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Not Applicable. The Company does not have operations/offices in/around any ecologically sensitive areas (ESAs) or ecologically fragile areas (EFAs).

### 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. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along with summary) by Tanfac | Outcome of the initiative |
|---|---|---|---|
| 1. | NA | NA | NA |

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

Our Company has implemented a thorough business continuity and disaster management plan, which includes assessing potential threats and opportunities using a threat matrix. This matrix determines the essential operational requirements for each department to maintain functionality. Each site has a detailed action plan to ensure business operations can continue with minimal resources when needed. Furthermore, we have comprehensive onsite and offsite emergency plans readily accessible at all locations. Our employees are trained to effectively respond to emergency situations, ensuring preparedness across the organization.

### 6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No, as part of our commitment to sustainability, we have not identified any significant adverse environmental impacts within our value chain thus far. We acknowledge the environmental footprint of our operations and are proactive in mitigating potential impacts. Looking ahead, we will continue to evaluate and minimize the environmental effects of our operations and supply chain through ongoing assessment and implementation of mitigation measures. We are actively exploring and investing in new technologies and processes to reduce our carbon footprint and waste generation. Furthermore, we collaborate with our suppliers and partners to promote sustainable practices across our value chain. Our objective is to build a sustainable and resilient business that positively contributes to the environment and communities where we operate.

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

Not Applicable

## PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

17 PARTNERSHIPS FOR THE GOALS

We prioritizes transparency by providing disclosing the public and regulatory bodies with timely and adequate information. Interactions with regulatory bodies and relevant authorities should indeed be based on principles such as integrity and transparency. Authorizing and training qualified officials to engage with trade chambers and industry associations ensures that the company's positions and concerns are effectively communicated. This allows for a constructive dialogue with key stakeholders and helps influence policy-making processes in a way that aligns with sustainability objectives. The Company is actively participative in representing the opinions and concerns to regulatory bodies which demonstrates the commitment towards driving positive change and contributing to the development of a conducive business environment.

### Essential Indicators

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

The Company has a total 10 affiliations with trade and industry chambers/associations.

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

| Sr. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|---|---|---|
| 1 | Madras Management Association (MMA) | National |
| 2 | Chemical Industries Association (CIA) | National |
| 3 | Indian Chemical Council (ICC) | National |
| 4 | Confederation of Indian Industry (CII) | National |
| 5 | The Madras Chamber of Commerce & Industries (MCCI) | National |

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

In the fiscal year 2025-26, the Company upheld an outstanding record, receiving no adverse rulings from regulatory authorities. This accomplishment underscores our dedication to fostering a workplace environment cantered on integrity, fairness, and ethical decision-making.

| 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:

| Sr. No. | Public policy advocated | Method resorted for such advocacy | Whether the information is available in public domain? (Yes/No) | Frequency of review by board (Annually/Half yearly/ Quarterly/Other-please specify | Web Link, if available |
|---|---|---|---|---|---|
| 1 | NA | NA | NA | NA | NA |

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.


Our goal is to promote equitable and sustainable community development, with a significant emphasis on inclusivity. We believe in connecting with the community and we have a comprehensive framework for engaging. We aim to foster a culture that prioritizes the integration of Corporate Social Responsibility (CSR) values with our business objectives. Our unwavering belief in the philosophy of compassionate care drives our commitment to act on the principles of generosity and compassion. We are fully dedicated to creating a society that serves everyone, and to that end, we pursue initiatives focused on quality management, environmental preservation, and socio-economic upliftment.

## 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 | Nil | Nil | Nil | Nil | Nil |

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

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|---|---|---|---|---|---|---|
| 1. | Nil | Nil | Nil | Nil | Nil | Nil |

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

We have established a comprehensive grievance redressal mechanism accessible to all stakeholders. This inclusive process allows grievances to be submitted in written or verbal form, in local languages, through various channels including email tanfac.grievance@anupamrasayan.com, postal mail, and local community relations staff. Anonymous grievances and those submitted on behalf of others are also welcomed, extending to our local suppliers.

Upon receipt of a grievance, we promptly acknowledge it and assess its severity before assigning it to a designated person from the HR or Legal department. This individual oversees the process to ensure effective resolution. Grievances identified as serious are escalated to senior management for further investigation. The designated grievance manager collaborates with relevant departments to thoroughly investigate the grievance and propose a resolution. Additional information may be requested from the complainant as needed for a comprehensive review.

Our approach emphasizes dialogue to resolve grievances collaboratively with the complainant. Solutions are tailored on a case-by-case basis, and if the proposed resolution is not accepted, the complainant may appeal. Appeals are reviewed by alternate investigators to ensure impartial evaluation.

Our priority is swift resolution of grievances, and once the proposed solution is accepted by the complainant, the grievance is considered resolved.

**4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:**

| | FY 2025-26 (Current FY) | FY 2024-25 (Previous FY) |
|---|---|---|
| Directly sourced from MSMEs/Small producers | 5.64% | 4.76 % |
| Sourced directly from within the district and neighbouring districts | 32.73% | 22.55% |
| Sourced from outside India (Import) | 61.37% | 71.94% |

**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:**

| | FY 2025-26 (Current FY) | FY 2024-25 (Previous FY) |
|---|---|---|
| Rural | NA | 6.51% |
| Semi-urban | NA | NA |
| Urban | 98.6% | NA |
| Metropolitan | 1.4% | NA |

**Note:** (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):**

Not Applicable

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

| Sr. No. | State | Aspirational District | Amount Spent in INR |
|---|---|---|---|
| NA | NA | NA | 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. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

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

NA. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

## 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:

In the current financial year, our company did not possess or acquire any intellectual property derived from traditional knowledge. As a result, no benefits were generated or distributed from such properties.

## 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:

The company has not faced any adverse rulings in intellectual property disputes involving the use of traditional knowledge. As a result, no corrective actions are currently required on these matters.

## 6. Details of beneficiaries of CSR Projects:

| Sr. No. | CSR Project | No of persons benefited from CSR Projects | % of beneficiaries from vulnerable and marginalized group |
|---|---|---|---|
| 1 | **Education**<br>• Anandham Youth Foundation -Higher education support to Meritorious students from Economically Weaker families through Anandham Youth Foundation<br>• Namma School Foundation, Tamil Nadu Government Online Payment - Support to Three Government Schools in nearby villages Rasapettai, Sothikuppam & Pachayankuppam for infrastructure improvement<br>• Support to Government Middle School, Sothikuppam and Government Primary School, Rasapettai - Provided Smart Interactive Panel TV System 65 Inch for each School<br>• Education support to Government Nursery and Primary School. Ayeepuram, Cuddalore District through Alameluammal Educational Development Trust -Financial support provided for Wheel Chairs, School Desk, Smart TV Projector and Uniforms for Differently abled children in Government Nursery and Primary School, Ayeepuram.<br>• Sri Rishab Jain School - Financial Support provided to Sri Rishab Jain School for good cause medical requirements to mentally retarded children through Shri Santhi Jain Welfare Trust<br>• Support to Sri Vidhya Kalakenrum School, Thiruvandipuram, Cuddalore - Provided Smart Interactive Panel TV System 65 Inches<br>• Dr. Ramadoss Educational Institutions - Financial Support provided for infrastructure improvement for the students from economically weaker families<br>• Vela Institutions, Villupuram District - Financial Support provided for toilets/bathrooms construction for differently abled children<br>• Akshyapatra foundation, Puducherry - Financial support provided to Akshyapatra foundation for midday meal program in Govt Schools<br>• Government High School, Rasapettai -Provided Education study support materials to Xth students for public exam to Government High school, Rasapettai & Provided Chairs. Steel Almirah with glass doors, Students Tables for this school | 11,742 | 100 % beneficiaries are from vulnerable and marginalized group |

## 6. Details of beneficiaries of CSR Projects. (Contd.)

| Sr. No. | CSR Project | No of persons benefited from CSR Projects | % of beneficiaries from vulnerable and marginalized group |
|---|---|---|---|
| | • Sanvi educational and charitable trust - Financial Support provided for establishment of smart learning infrastructure with AI based learning tools to children in rural community through Sanvi educational and charitable trust<br>• Support to District Fire Office, Cuddalore -Provided an Interactive Panel TV system 75 inches to Training center, District Fire Office, Cuddalore<br>• Government Schools in nearby villages for National Day Celebration - Study Support materials provided to nearby Government schools in villages Rasapettai, Sothikuppam, Kannarapettai and Eachankadu during Republic Day Celebration & Refreshment provided for Public and students during Republic Day celebration conducted by District Administration<br>• Government Schools in nearby villages for National Day Independence Celebration - Study Support materials provided to nearby Government schools in villages Rasapettai, Sothikuppam, Kannarapettai and Eachankadu during Independence Day Celebration & Refreshment provided for Public and students during Independence Day celebration conducted by District Administration | | |
| 2. | **Health**<br>• Support to Government Hospital, Vridhachalam through District Administration - Payment to District Administration, Cuddalore towards Installation of RO plant at GH, Vridhachalam.<br>• Support to Shine Children Home, Villupuram, JAL Trust - Financial Support for providing of lift for Cancer affected Children<br>• Support to Hemophilia Society for treating hemophilia Patients -Financial Support provided for physiotherapy items and medicines for patients<br>• Support to Mahatma Gandhi Foundation, Cuddalore - Provided CC TV system with cameras and a computer for monitoring and security of patients.<br>• Support to Advanced Primary Health Centre (PHC) , Kannarapettai - Provided Medical Equipment's, Instruments and Furniture's to Advanced Primary Health Centre, Karaikadu.<br>• Support to Mobility affected person through Revenue dept, Cuddalore - Provided Three-Wheeler Scooter-1 No to a mobility affected person through District Administration for Sustainable Livelihood of their family | 4401 | 100 % of beneficiaries are from villages, who are from vulnerable and marginalised group. |

## 6. Details of beneficiaries of CSR Projects. (Contd.)

| Sr. No. | CSR Project | No of persons benefited from CSR Projects | % of beneficiaries from vulnerable and marginalized group |
|---|---|---|---|
| 3. | **Infrastructure & Others**<br>• Support to Kudikadu and Karaikadu Panchayat Villages - Provided Electric Three-wheeler vehicle and Waste bins to Kudikadu Panchayat and Electric Three-wheeler vehicle to Karaikadu Panchayat for domestic solid waste management.<br>• Support to Chinnakankankuppam Panchayat - Provided 2 Nos of Three-wheeler Garbage vehicle for domestic solid waste management<br>• Support to SP office, Cuddalore - Provided Safety Hard Barricades, Computer Systems with printers and CC TV cameras to SP office for public security and grievance cell<br>• Support to Revenue Divisional, District Revenue camp office and Collectorate- Provided computers, printers for handling of public grievances management and TV for monitoring incidences<br>• Support to Pillaiyarmedu and Karaikadu villages - Provided Infrastructures to Pillaiyarmedu and Karaikadu villages - Chairs. Tables, Racks to Community Hall and Library Building.<br>• Support for Sri Vidhya Kalakenrum School, Thiruvandipuram, Cuddalore - Financial support provided for construction of Toilets<br>• Support to Iswariya Ladies service organization, Cuddalore - Financial support provided for infrastructure building revamping.<br>• Support to DSP office ,Cuddalore - Provided Water purifier and furniture's- Chairs, Almirah and Table for the public use.<br>• Support to Government Service Home. Cuddalore - Provided Fans and Furniture's Almirah to the Government Service Home, Cuddalore | 35112 | 100 % beneficiary are from vulnerable and marginalised group. |
| 4. | **Environment**<br>• Desilting of Lakhs & Ponds through District Administration - Financial Support provided to District Administration for de silting and rejuvenation of 2 Numbers of irrigation tanks located in Nallur blocks of Cuddalore district in order to increase ground water recharge and ground water level for the benefit of agriculture Green Belt Maint. Plot No. 20- Maintenance Charges from Apr24 to Mar-25.<br>• Green Belt Maintenance Plot No. 20 - Maintenance Charges from Apr25 to Mar-26<br>• Green Belt Maintenance Plot No. 29 - Maintenance Charges from Apr25 to Mar-26 | 21245 | |

### 6. Details of beneficiaries of CSR Projects. (Contd.)

| Sr. No. | CSR Project | No of persons benefited from CSR Projects | % of beneficiaries from vulnerable and marginalized group |
|---|---|---|---|
| | • Support to Tamil Nadu Pollution Control Board -Awareness on prevention of Single use Plastics - Provided Cotton Bags to Tamil Nadu Pollution Control Board through district Administration to make awareness to prevent use single use plastics among the public<br>• Support to Chinnakangananankuppm Village Panchayat - Provided Domestic waste collection bins to Chinnakankankuppam Village<br>• Support to Tamil Nadu Pollution Control Board -Electoral Awareness campaign through cotton bags - Provided Cotton bags to TNPCB through District Administration for electoral awareness campaign | | |
| 5. | **Social Empowerment**<br>• Support to Government Service Home Students, Cuddalore - Implemented Tanjore Painting Skill development program for Female Student residing in Government Service Home, Cuddalore MNTN Old age home. KN Pettai, Cuddalore -Support for providing of Cots, Pillows and Bed sheets + Gowsala Public Charitable trust - Support for Gowsala towards protection and maintenance of Cows<br>• Support to Sri Bhagavan Mahavir Gowsala Public Charitable Trust - Financial support provided for maintenance of Cows<br>• Support to Conference on CSR<br>• Support to SHINE Indian Soldiers Welfare Foundation, Cuddalore<br>• Support for National Armed Flag Day fund through TNPCB | 340 | |

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


We prioritize establishing a sensitive and responsible partnership with our customers to enhance their experience. Our engagement with consumers happens through multiple channels, and we have a clear and straightforward process for registering feedback and complaints. Our customers have access to all our engagement platforms and communications, and we continuously improve our business processes to provide exceptional service. Meeting our customers' needs, adding value, and surpassing their expectations is our top priority, and we always conduct ethical operations with them.

## Essential Indicators

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

We have established a robust mechanism to address customer complaints efficiently. Customers may raise queries, grievances, or escalations through emails, phone calls, or direct messages to our sales managers. We prioritise prompt resolution, aiming to close complaints within 48 hours to avoid further loss. We also conduct a root cause analysis within 5 working days to identify underlying issues. Based on this, we implement corrective measures within 30 days of receiving the complaint, ensuring swift and effective resolution process.

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

| Information related to | As a percentage to total turnover |
|---|---|
| Environment and Social parameters relevant to product | 100% |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | 100% |

### 3. Number of consumer complaints:

| | FY 2025-26 (Current FY) | | | FY 2024-25 (Previous FY) | | |
|---|---|---|---|---|---|---|
| | Received during the year | Pending resolution at the end of year | Remarks | Received during the year | Pending resolution at the end of year | Remarks |
| Data Privacy | Nil | Nil | NA | Nil | Nil | NA |
| Advertising | Nil | Nil | NA | Nil | Nil | NA |
| Cyber-security | Nil | Nil | NA | Nil | Nil | NA |
| Delivery of essential services | Nil | Nil | NA | Nil | Nil | NA |
| Restrictive Trade Practices | Nil | Nil | NA | Nil | Nil | NA |
| Unfair Trade Practices | Nil | Nil | NA | Nil | Nil | NA |
| Others | Nil | Nil | NA | Nil | Nil | NA |

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

| | Number | Reasons for recall |
|---|---|---|
| Voluntary recalls | 0 | NA |
| Forced recalls | 0 | NA |

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

Yes, the Company has established a comprehensive policy addressing cyber security and data privacy risks. This includes implementing a robust Information Security and Data Protection Policy, underscoring our commitment to safeguarding consumer information and sensitive data. This well-defined policy ensures secure handling of consumer information and adherence to best practices in data protection. By mitigating potential risks, it enhances consumer trust and confidence in the organization. It is currently accessible through our intranet platform.

**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.**

Throughout the financial year, our company did not receive any penalties or regulatory actions concerning the safety of our products.

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

a. Number of instances of data breaches along-with impact: Nil

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

## Leadership Indicators

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

Information relating to the products of the company is available on our website at: https://tanfac.com/company

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

The Company follows established safety protocols for the handling, storage and transportation of its products. Material Safety Data Sheets (MSDS)/Safety Data Sheets (SDS) are provided to customers, containing information on product composition, potential hazards, safe handling practices, storage requirements, emergency response measures and disposal guidelines. The Company also engages with customers, as required, to address product-related safety and usage queries and promote safe and responsible use of its product.

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

Currently, our ability to educate and inform end users about the risks of disruptions or discontinuation of essential services is somewhat limited. Consequently, we do not have a dedicated mechanism for this purpose. However, when critical communication, such as notifying users of any discontinuation of essential services or products, is necessary, we ensure it is effectively managed through direct mail or our established distribution network.

**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)**

Yes. The Company complies with applicable laws and regulations relating to product information and safety disclosures. Product labels, hazard communication labels and Material Safety Data Sheets (MSDS)/Safety Data Sheets (SDS) and Globally Harmonized System (GHS) labels on each consignment for safe handling of the product, are provided along with product consignments to facilitate safe handling, storage, transportation and use of the Company's products. These documents contain information relating to product identification, hazard classification, precautionary measures and emergency response requirements.

Furthermore, The Company conducts routine customer satisfaction surveys involving both external and internal stakeholders. External customers participate annually, while internal customers are surveyed quarterly. Feedback from these surveys informs departmental initiatives aimed at improving service quality and meeting TANFAC's customer needs.

Assurance statement on third-party verification of sustainability information

Unique identification no.: **3153266236**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **TANFAC INDUSTRIES LIMITED, No.14, SIPCOT Industrial Complex, Kudikadu, Cuddalore - 607005, Tamil Nadu, India** for the period from 01 April 2025 to 31 March 2026.

The verification was carried out according to the steps and methods described below.

### Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by **TANFAC INDUSTRIES LIMITED**, in reference to:

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July12, 2023.

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period of FY 2025-2026 as listed below

Limited level of assurance of 'BRSR 9 Core Attributes'

and

Limited level of assurance for the rest non-financial quantitative disclosures in BRSR

(Ref: Annexure II of SEBI circular) for –

**Section A:** General Disclosures- 20-a, b, 21, 22, 25

**Section-B** Availability of Policies & Management Process

**Section C:** Principle Wise Performance Disclosure-

Principle 1: Essential Indicator 1, 2, 3, 5, 6, 8, 9

Principle 1: Leadership Indicator 2

Principle 2: Essential Indicator 4

Principle 2: Leadership Indicator 3

Principle 3: Essential Indicator 1, 2, 5, 6,7, 8, 9, 10, 11, 12, 13, 14

Principle 3: Leadership Indicator 1, 3

Principle 5: Essential Indicator 1, 2, 3, 6, 7, 8

Principle 6: Essential Indicator 1, 3, 4, 6, 7, 9, 10

Principle 6: Leadership Indicator 2

Principle 8: Essential Indicators 3, 4, 5

Principle 8: Leadership Indicators 6

Principle 9: Essential Indicators 1, 2, 3, 5, 7

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

### Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

### Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Limited Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

Limited Level of assurance for the rest non-financial quantitative disclosures of BRSR report

(Ref: Annexure II of SEBI circular).

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms by conducting site visits at following locations as mentioned below:

| Sl. No. | Company Name | Site Address |
|---|---|---|
| 1 | TANFAC INDUSTRIES LIMITED | **Registered & Corporate office:**<br>No. 14, SIPCOT Industrial Complex, Kudikadu, Cuddalore - 607005, Tamil Nadu, India |

### Conclusion

Limited level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 04 Jun 2026 to 06 Jun 2026, TÜV SÜD has not become aware of any facts that lead to the conclusion that the identified BRSR indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-2026 has not been prepared, in all material aspects, in reference to the reporting requirements outlined in BRSR Core.

Limited Level of Assurance- BRSR Reporting Format

On the basis of the assessment procedures carried out from 04 Jun 2026 to 06 Jun 2026, TÜV SÜD has not become aware of any facts that lead to the conclusion that the selected non-core indicators have not been prepared, in all material aspects, in accordance with the Reporting Criteria.

### Limitation

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

### Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

### Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Mumbai, 01-09-2026

Prosenjit Mitra
General Manager- Verification, Validation and Audit
Management System Assurance

Pratik Pancholi
Verification Team Leader, TÜV SÜD
Management System Assurance

Annexure I

| S.No. | Attribute | Parameter | Cross reference to BRSR (P- Principles/ E- Essential Indicator) |
|---|---|---|---|
| 1. | Green-house gas (GHG) foot-print<br><br>Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard* | Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)<br><br>Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)<br><br>GHG Emission Intensity (Scope 1 +2) | P6-E7 |
| 2. | Water footprint | Total water consumption<br><br>Water consumption intensity<br><br>Water Discharge by destination and levels of Treatment | P6-E3<br>P6-E4 |
| 3. | Energy footprint | Total energy consumed<br><br>% of energy consumed from renewable sources<br><br>Energy intensity | P6-E1 |
| 4. | Embracing circularity - details related to waste management by the entity | Plastic waste (A)<br>E-waste (B)<br>Bio-medical waste (C)<br>Construction and demolition waste (D)<br>Battery waste (E)<br>Other Hazardous waste. Please specify, if any. (G)<br>Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)<br>Total waste generated ((A+B + C + D + E + F + G + H)<br>Waste intensity<br>Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations<br>For each category of waste generated, total waste disposed by nature of disposal method | P6-E9 |
| 5. | Enhancing Employee Wellbeing and Safety | Spending on measures towards well being of employees and workers – cost incurred as a % of total revenue of the company | P3-E1<br>P3-E11 |

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|---|---|---|---|
| | | Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) | |
| 6. | Enabling Gender Diversity in Business | Gross wages paid to females as % of wages paid<br><br>Complaints on POSH | P5-E3<br>P5-E7 |
| 7. | Enabling Inclusive Development | Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India<br><br>Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost | P8-E4<br>P8-E5 |
| 8. | Fairness in Engaging with Customers and Suppliers | Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events<br>Number of days of accounts payable | P9-E7<br>P1-E8 |
| 9. | Open-ness of business | Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties | P1-E9 |