Business Responsibility & Sustainability Report

Section A: General Disclosures

I. Details of the Listed Entity

1	**Corporate Identity Number (CIN) of the Listed Entity**	L17124MP1947PLC000410
2	**Name of the Listed Entity**	Grasim Industries Limited ('Grasim')
3	**Year of incorporation**	1947
4	**Registered office address**	Birlagram, Nagda – 456 331, Madhya Pradesh, India
5	**Corporate address**	Aditya Birla Centre, 'A' Wing, 2nd Floor, S. K. Ahire Marg, Worli, Mumbai – 400 030, Maharashtra, India
6	**E-mail**	grasim.secretarial@adityabirla.com
7	**Telephone**	+91 22 6652 5000, +91 22 2499 5000
8	**Website**	https:/www.grasim.com
9	**Financial year for which reporting is being done**	1st April 2025 to 31st March 2026
10	**Name of the Stock Exchange(s) where shares are listed**	1. BSE Limited 2. National Stock Exchange of India Limited 3. Luxembourg Stock Exchange
11	**Paid-up Capital**	₹ 136.11 crore
12	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Mr. Surya Valluri Chief Sustainability Officer +91 22 2499 5000 surya.valluri@adityabirla.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).**	The disclosures under this report are made on a standalone basis. For Principle 6, the reporting boundary includes all manufacturing sites, B2B E-Commerce Operations and Head office, Mumbai.
14	**Name of assurance provider**	Bureau Veritas (India) Pvt. Ltd.
15	**Type of assurance obtained**	The Company has obtained reasonable assurance for BRSR Core Indicators and limited assurance for Selected BRSR Indicators. The detailed Assurance Report is provided on page 152.

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing	Cellulosic Fibres and Fashion Yarns	42%
2	Manufacturing	Chemical and Allied Chemicals	23%
3	Manufacturing and Trading	Building Materials (Paints & B2B E-commerce)	31%

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

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1	Cellulosic Fibres and Fashion Yarns	2030	42%
2	Chemicals and Allied Chemicals	2011	23%
3	Building Materials (Paints & B2B E-commerce)	2022, 4690	31%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	27	243*	270
International	-	-	-

There are one or more plants located at a single geographical location.

*This includes R&D facilities, warehouses, depots, offices and studios.

19 Market served by the entity:

a.	**Number of locations**	**Locations**	**Number**
		National (No. of States)	28 States and 8 Union Territories
		International (No. of Countries)	92
b.	**What is the contribution of exports as a percentage of the total turnover of the entity?**	Exports contribute 9% of the total operating revenue of the Company.	
c.	**A brief on types of customers**	**Cellulosic Fibres:** The Cellulosic Fibres division primarily serves customers across the textile value chain. Key customers include yarn manufacturers, weaving and knitting mills, and fabric producers. The end-users cover apparel manufacturers, home textile producers, and manufacturers of technical textiles. **Chemicals:** The Chemicals business caters to industrial and institutional customers across multiple sectors. The Chlor-Alkali business supplies chemicals to manufacturers in aluminium, pulp and paper, soaps and detergents, cellulosic fibres, water treatment, pharmaceuticals, food additives, textile processing, etc. The Specialty Chemicals business serves OEMs, formulators, and component manufacturers using epoxy polymers and curing agents across industries such as wind energy, automotive, construction, paints and coatings, composites and electrical equipment. **Building Materials:** This segment comprises Paints and B2B E-commerce businesses. The Paints business serves retail consumers, homeowners, institutional buyers, project customers, dealers, contractors, architects and interior designers. The B2B E-commerce platform caters to MSMEs, contractors, infrastructure developers, and small businesses engaged in construction and allied activities. **Others:** The Textiles business serves wholesale buyers, retail customers, and end consumers, offering linen, wool and cotton fabrics through domestic and export channels. The Insulators business caters to domestic and international customers engaged in electricity transmission and distribution projects.	

IV. Employees

20. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	12,965	11,635	90	1,330	10
2	Other than Permanent (E)	1,681	1,551	92	130	8
3	**Total Employees (D+E)**	**14,646**	**13,186**	**90**	**1,460**	**10**
Workers						
4	Permanent (F)	15,294	15,150	99	144	1
5	Other than Permanent (G)	19,855	19,159	96	696	4
6	**Total Workers (F+G)**	**35,149**	**34,309**	**98**	**840**	**2**

b. Differently abled employees and workers*:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1	Permanent (D)	5	5	100	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	**Total Differently Abled Employees (D+E)**	**5**	**5**	**100**	**-**	**-**
Differently abled Workers						
4	Permanent (F)	44	44	100	-	-
5	Other than Permanent (G)	8	8	100	-	-
6	**Total Differently Abled Workers (F+G)**	**52**	**52**	**100**	**-**	**-**

*Limited assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

21. Participation/Inclusion/Representation of women*:

S. No.	Category	Total (A)	No. and % of Females	
			No. (B)	% (B/A)
1	Board of Directors	14	3	21%
2	Key Management Personnel	3**	-	-

*Limited assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

**The number of Key Managerial Personnel (KMPs) mentioned above includes one member of the Board of Directors.

22. Turnover rate for permanent employees and workers:

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	17%	14%	14%	19%	15%	12%	16%	12%
Permanent Workers	5%	2%	5%	5%	4%	5%	5%	3%	4%

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

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

S. No.	Name of the holding/subsidiary/ associate companies/joint ventures	Indicate whether it is a holding/subsidiary/ associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	UltraTech Cement Limited*	Subsidiary	56.11	No
2.	Aditya Birla Capital Limited*	Subsidiary	52.29	No
3.	Aditya Birla Renewables Limited	Subsidiary	70.57	No

*UltraTech Cement Limited and Aditya Birla Capital Limited, along with their subsidiaries, associate companies, and joint ventures, follow their respective business responsibility initiatives.

The complete list of subsidiaries, associate companies, and joint ventures is provided on page 413.

VI. CSR Details

24	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	(ii)	Turnover (in ₹)	41,039 crore
	(iii)	Net worth (in ₹)	55,277 crore

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			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes	137	14	-	78	3	-
Employees and workers	Yes	51	2	-	12	2	-
Customers*	Yes	12,667	541	-	5,345	2,265	-
Value Chain Partners	Yes	Nil	Nil	-	Nil	Nil	-
Others* (Whistle-Blower)	Yes	4	Nil	-	5	Nil	-

Note: The grievance redressal policy is available on the Company's website under the Corporate Governance, Policies and Code of Conduct section and can be accessed at: https://www.grasim.com/Upload/PDF/grasim-grievance-handling-policy-fy21.pdf

*In certain whistle-blower cases, the identity of the complainant is not known. Such cases may relate to any of the stakeholder groups listed above.

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

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	Risk and Opportunity	**Opportunity:** Strong Board and management oversight improves decision-making, transparency, accountability and long-term business performance. **Risk:** Weak governance, unclear accountability or inconsistent compliance oversight can lead to regulatory non-compliance, penalties, reputational impact and reduced stakeholder confidence.	Grasim mitigates governance-related risks through Board and management-level oversight, Code of Conduct, ethics and compliance policies, internal controls, formal reporting structures, periodic reviews and escalation of key matters through defined governance channels.	Negative and Positive
Risk Management	Risk and Opportunity	**Opportunity:** A structured risk management framework improves preparedness, supports informed decision-making and strengthens organisational resilience. **Risk:** Inadequate identification or delayed response to strategic, operational, financial, regulatory, climate, cyber or business continuity risks can affect operations, profitability and stakeholder confidence.	Grasim manages risks through its Enterprise Risk Management framework, risk registers, periodic reviews, defined reporting lines and escalation to management and the Board, where required. Risk mitigation actions are tracked and reviewed in line with changing business and regulatory conditions.	Negative and Positive
Customer Centricity	Opportunity	Strong customer engagement improves customer retention, complaint resolution, service quality and product development. It also helps Grasim respond to evolving expectations on product performance, safety, and overall sustainability attributes.	Not applicable.	Positive
Supply Chain Resilience	Risk	Supplier disruption, sourcing constraints, logistics issues or supplier non-compliance with environmental, social and regulatory expectations can affect business continuity, cost stability, product availability and reputation.	Grasim mitigates supply chain risks through supplier diversification, preference for accredited and local suppliers where feasible, supplier assessment and monitoring, responsible sourcing practices, and engagement with suppliers on quality, compliance and ESG expectations.	Negative
Climate Change	Risk	Physical climate risks such as extreme weather, heat stress, flooding, water scarcity and supply chain disruption can affect assets, operations and communities. Transition risks from carbon pricing, CCTS, renewable energy obligations, disclosure expectations and market shifts can increase costs and compliance exposure.	Grasim assesses climate-related risks through its enterprise risk management framework and climate risk assessment processes aligned with TCFD principles. Mitigation measures include energy efficiency, renewable energy adoption, water resilience initiatives, operational contingency planning, insurance coverage and site-level adaptation measures.	Negative

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)
Data & Digital Ecosystems	Risk and Opportunity	**Opportunity:** Digital systems improve data visibility, traceability, operational efficiency, customer interfaces, supplier evaluation and ESG performance monitoring. **Risk:** Cyber incidents, system failures, data breaches or unauthorised access can disrupt operations, affect customers and employees, and lead to regulatory, financial and reputational impacts.	Grasim mitigates digital and data-related risks through information security controls, access management, system monitoring, periodic reviews, employee awareness initiatives, data protection practices and defined governance mechanisms for critical digital systems.	Negative and Positive
Water Stewardship	Risk	Freshwater dependence, water scarcity, drought, flooding, regulatory restrictions or community concerns in water-stressed regions can disrupt operations, increase costs and affect long-term site resilience.	Grasim mitigates water-related risks through water conservation, recycling and reuse, Zero Liquid Discharge systems, rainwater harvesting, desalinated seawater use where applicable, process improvements, water risk assessments and monitoring of water-related performance indicators.	Negative
Occupational Health and Safety	Risk	Manufacturing operations involve exposure to process, equipment, chemical, ergonomic, transport and workplace safety risks. Incidents can result in injury, operational disruption, regulatory action, compensation costs and reputational impact.	Grasim manages health and safety risks through OHS management systems, hazard identification, audits, safety training, role-based competency programmes, emergency preparedness, incident investigation, corrective actions, safety KPIs and insurance coverage.	Negative
Waste and Circular Economy	Risk and Opportunity	**Opportunity:** Waste reduction, reuse, recycling and recovery improve material efficiency, reduce disposal requirements and support circularity across operations. **Risk:** Inefficient waste handling can increase disposal costs, regulatory exposure, landfill dependency and environmental impact.	Grasim mitigates waste-related risks through reduction at source, segregation, authorised handling and disposal, waste audits, tracking of waste streams, reuse and recycling initiatives, by-product utilisation and compliance with applicable waste management regulations.	Negative and Positive
Energy Management	Risk and Opportunity	**Opportunity:** Energy efficiency, process optimisation and renewable energy adoption reduce energy intensity, lower emissions intensity and improve cost competitiveness. **Risk:** Energy-intensive operations expose Grasim to energy price volatility, fossil fuel dependency, carbon cost exposure and renewable energy-related regulatory expectations.	Grasim mitigates energy-related risks through energy assessments, digital monitoring, defined KPIs, process optimisation, high-efficiency equipment upgrades, fuel optimisation, automation, steam system improvements and increasing renewable and lower-emission energy sources where feasible.	Negative and Positive
Product Stewardship	Opportunity	Product stewardship strengthens customer assurance, product safety, regulatory compliance, labelling transparency and market differentiation. It also supports development of products with improved sustainability attributes and lifecycle performance.	Not applicable.	Positive

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)
Partnership, Collaboration and Recognition	Opportunity	Partnerships with suppliers, customers, industry bodies, technology providers, academic institutions, NGOs and regulators help scale sustainability initiatives, improve innovation, strengthen responsible sourcing and support sector-level progress.	Not applicable.	Positive
Community Engagement	Opportunity	Meaningful community engagement builds trust, strengthens social licence to operate and helps identify local priorities related to health, education, livelihoods, infrastructure and community wellbeing around operating locations.	Not applicable.	Positive
Resource Efficiency	Opportunity	Improving resource efficiency reduces input dependency, improves material utilisation, lowers waste generation, supports cost optimisation and strengthens operational resilience across water, energy, raw materials and by-products.	Not applicable.	Positive
Workforce Capability and Wellbeing	Opportunity	Workforce capability and wellbeing strengthen productivity, employee engagement, safety performance, retention and organisational resilience. A skilled, healthy and engaged workforce supports operational continuity, innovation, leadership development and long-term business performance.	Not applicable	Positive
Human rights	Risk	Human rights risks may arise from discrimination, harassment, unsafe working conditions, child labour, forced labour, wage-related concerns, supplier practices and community impacts. Failure to manage these risks can lead to legal, reputational, operational and supply-chain consequences.	Grasim manages human rights risks through its Human Rights Policy, Code of Conduct, POSH Policy, Whistle-Blower Policy, grievance mechanisms, Supplier Code of Conduct, awareness programmes and supplier engagement on responsible business expectations.	Negative
Diversity, Equity and Inclusion (DE&I)	Opportunity	DE&I improves workforce participation, employee engagement, talent attraction, retention, collaboration and leadership diversity. Inclusive practices support a fair workplace and strengthen Grasim's employer brand.	Not applicable.	Positive
Biodiversity	Risk	Industrial operations, land use, water withdrawal, emissions, waste generation and supply-chain dependencies can affect habitats, species and ecosystem services, leading to regulatory scrutiny, stakeholder concerns and reputational risks.	Grasim manages biodiversity-related risks through biodiversity assessments, Biodiversity Importance Category classification, site-specific Biodiversity Management Plans or Action Plans, habitat restoration, afforestation and monitoring of biodiversity indicators.	Negative

Note: Detailed Double Materiality Assessment is provided on page 88.

Section B: Management and Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Policy and Management Processes									
a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Yes. In line with the applicable governing regulations, all required policies have been published on the Company's website. These documents are publicly accessible through the link provided below. https:/www.grasim.com/investors/policies-and-code-of-conduct								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Grasim has adopted a range of national and international certifications, standards, and codes aligned with the BRSR principles to support responsible business and sustainable growth. These are detailed below. **Principle 1:** National Guidelines on Responsible Business Conduct (NGRBC), ISAE3000 **Principle 2:** Forest Stewardship Council (FSC®), Programme for the Endorsement of Forest Certification (PEFC™), Global Organic Textile Standard (GOTS), Organic Content Standard (OCS), Global Recycled Standard (GRS), Responsible Wool Standard (RWS), OEKO TEX®, Better Cotton Initiatives (BCI), Responsible Care (RC), USDA Biobased Certification, Zero Discharge of Hazardous Chemicals (ZDHC), Higg Index, ISO 9001, ISO 14001, ISO 14040 and ISO14044, ISO 50001, EcoVadis **Principle 3:** SA 8000, ISO 45001, Responsible Care **Principle 4:** SA 8000 **Principle 5:** SA 8000 **Principle 6:** GRI Standards, ISO 14001, ISO 50001, FSC®, PEFC™, GOTS, OCS, RWS, OEKO-TEX®, BCI, Higg Index, Responsible Care, EU Best Available Techniques (EU BAT) **Principle 7:** Task Force on Climate related Financial Disclosures (TCFD), NGRBC, GRI standards **Principle 8:** SA 8000 **Principle 9:** ISO 27001 In addition, Grasim actively reports on climate change, water security and forest related matters through its submissions to CDP. The Company also discloses its ESG performance through the Dow Jones Sustainability Index (DJSI) Corporate Sustainability Assessment (CSA).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Grasim has set a target to achieve net zero emissions by 2050, aligned with global efforts to address climate change. The Company has also defined time bound targets for several sustainability-related key performance indicators to support progress across priority areas. Details of the commitments, goals, and targets are provided in the Sustainability Framework section on page 96.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Grasim has defined a set of sustainability commitments, goals, and targets supported by clear action plans and an implementation roadmap. Performance against these commitments is monitored through the Company's Sustainability Framework and detailed on page 95 of the report.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, Leadership and Oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.	Please refer to the statement from the Managing Director on page 18 of the report. Additional details are provided in the Sustainability Framework section on page 95.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Himanshu Kapania, Managing Director.								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes. The Risk Management and Sustainability Committee of the Board is responsible for decision making on sustainability related matters. The Committee oversees the Company's sustainability strategy and reviews outcomes of its implementation. It periodically monitors progress against key performance indicators and directs corrective actions, where required to support achievement of defined targets. Further details are provided in the Corporate Governance Report on page 222.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The performance against policies aligned to the NGRBC principles is reviewed by the Board through the Audit Committee, the Risk Management and Sustainability Committee, and the Corporate Social Responsibility Committee. Reviews are conducted at least on a quarterly basis. Additional reviews are undertaken on an ongoing basis, where required.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Compliance with statutory requirements to the NGRBC principles is overseen by the Board through the Audit Committee. Reviews are conducted at least Quarterly to monitor compliance status and ensure timely rectification of any identified non compliances.								

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company has not carried out an independent assessment or evaluation of the working of its policies by an external agency. The policies are currently reviewed through internal mechanisms and will be subject to external assessments as and when required.								

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is able 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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	14	1. Risk Management Framework 2. Code of Conduct and Ethics 3. Awareness on Regulatory Updates 4. Prohibition of Insider Trading 5. Prevention of Sexual Harassment (POSH) 6. Awareness on Whistle Blower 7. Sustainability 8. Research and Development 9. Health and Safety	100%
Key Management Personnel	18	1. Risk Management Framework 2. Code of Conduct and Ethics 3. Awareness on Regulatory Updates 4. Anti-Corruption and Anti-Bribery 5. Prevention on Money Laundering 6. Compliance relating to Sanctions 7. Prohibition of Insider Trading 8. Prevention of Sexual Harassment (POSH) 9. Awareness on Whistle Blower 10. Know Your Customer 11. Sustainability 12. Health and Safety 13. Research and Development	100%
Employees other than BODs and KMPs	6,970	1. Code of Conduct Training 2. Insider Trading Awareness 3. Anti-Corruption and Anti-Bribery 4. Governance and Compliance 5. Grievance Redressal 6. Risk Management Framework 7. Social Issues and Human Rights 8. Prevention of Sexual Harassment (POSH) 9. Diversity, Equity and Inclusion (DEI) 10. Stakeholder Engagement 11. Behavioural Training 12. Cyber Security Awareness 13. Artificial Intelligence 14. Ethics in AI 15. Sustainability Awareness 16. Biodiversity Conservation 17. Sustainable Supply Chain 18. Water, Effluent and Waste Management 19. Energy, Emissions and Climate Change 20. Health and Safety 21. Occupational Health and Wellness 22. Skill Development and Upgradation	75%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Workers	1,619	1. Human Rights Trainings 2. POSH Trainings 3. Grievance Handling 4. Code of Conduct 5. Sustainability Awareness 6. Skill Upgradation Trainings 7. Health and Safety Trainings 8. Toolbox Trainings	100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

During FY 2025-26, based on the materiality threshold specified under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, no material fines, penalties, punishment, awards, compounding fees, or settlement amounts were paid in proceedings involving the Company or its directors or key managerial personnel with regulators, law enforcement agencies, or judicial institutions.

Certain disclosures made to the stock exchange without application of the materiality threshold have been provided below.

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	P1	Vadodara Municipal Corporation	10,000	Levy of penalty relating to registration requirements under Shops and Establishment legislations	No
		Office of the Commissioner of Customs, Export Commissionerate, Mumbai, Maharashtra	8,73,835	Recovery of duty benefits under DEPB licences along with applicable interest and penalty under Section 114A of the Customs Act, 1962	Yes
	P2	Office of the Assistant State Tax Officer, Enforcement Squad, Thiruvalla, Kerala	1,00,074	Levy of penalty u/s 129(1)(a) of Central Goods and Services Tax Act, 2017 and Kerala Goods and Services Tax Act, 2017 read with Section 20 of the Integrated Goods and Services Tax Act, 2017	Yes
		Office of the Assistant Commissioner, Mirzapur, Uttar Pradesh	86,814	Levy of penalty u/s 129(1)(a) of Central Goods and Services Tax Act, 2017 and Uttar Pradesh Goods and Services Tax Act, 2017 read with Section 20 of the Integrated Goods and Services Tax Act, 2017	Yes
		Office of the Assistant Commissioner, State Taxes, Kanpur, Uttar Pradesh	6,99,043	Levy of penalty u/s 129(1)(a) of Central Goods and Services Tax Act, 2017 and Uttar Pradesh Goods and Services Tax Act, 2017 read with Section 20 of the Integrated Goods and Services Tax Act, 2017	Yes
		Office of the Special Commissioner, Large Taxpayer Unit, Kolkata, West Bengal	73,497	Demand of tax with applicable interest and penalty under Section 73 of the Central Goods and Services Tax Act, 2017 and West Bengal Goods and Services Tax Act, 2017	Yes
		Office of the State Tax Officer, Veraval, Gujarat	24,65,914	Demand of tax with applicable interest and penalty under Section 74 of the Central Goods and Services Tax Act, 2017 and Gujarat Goods and Services Tax Act, 2017	Yes

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	P6	Maharashtra Pollution Control Board, Regional Office, Kolhapur, Maharashtra	15,00,000	Interim directions issued by Regional Office intimating forfeiture of Bank Guarantee towards fine for non-implementation of Zero Liquid Discharge plant	Yes
Settlement	P2	Office of the Commissioner, Central Goods and Services Tax and Central Excise, Audit Commissionerate, Surat, Gujarat	54,499	Levy of penalty under Section 74 of the Central Goods and Services Tax Act, 2017, relating to input tax credit and tax compliance matters	No
		Office of the Joint Commissioner (State Taxes), Intelligence II, Chennai, Tamil Nadu	50,000	Levy of penalty under Section 125 of the Central Goods and Services Tax Act, 2017 and the Tamil Nadu Goods and Services Tax Act, 2017	No
		Office of the Assistant Commissioner of Commercial Taxes (Audit), Karwar, Karnataka	20,000	Demand of tax with applicable interest and penalty under Section 73 of the Central Goods and Services Tax Act, 2017, Karnataka GST Act, 2017 and Section 20 of the Integrated Goods and Services Tax Act, 2017	No
		Deputy State Tax Officer (INT), Roving Squad, Villupuram, Tamil Nadu	50,000	Levy of penalty relating to movement of goods under Section 129(1)(a) of the Central Goods and Services Tax Act, 2017 and the Tamil Nadu Goods and Services Tax Act, 2017	No
		State Tax Officer (Intelligence), Adjudication and Legal, Vellore, Tamil Nadu	50,000	Levy of penalty relating to movement of goods under Section 129(1)(a) of the Central Goods and Services Tax Act, 2017 and the Tamil Nadu Goods and Services Tax Act, 2017	No

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
Recovery of duty benefits under DEPB licences along with applicable interest and penalty under Section 114A of the Customs Act, 1962	Office of the Commissioner of Customs, Export Commissionerate, Mumbai, Maharashtra
Levy of penalty u/s 129(1)(a) of Central Goods and Services Tax Act, 2017 and Kerala Goods and Services Tax Act, 2017 read with Section 20 of the Integrated Goods and Services Tax Act, 2017	Office of the Assistant State Tax Officer, Enforcement Squad, Thiruvalla, Kerala
Levy of penalty u/s 129(1)(a) of Central Goods and Services Tax Act, 2017 and Uttar Pradesh Goods and Services Tax Act, 2017 read with Section 20 of the Integrated Goods and Services Tax Act, 2017	Office of the Assistant Commissioner, Mirzapur, Uttar Pradesh
Levy of penalty u/s 129(1)(a) of Central Goods and Services Tax Act, 2017 and Uttar Pradesh Goods and Services Tax Act, 2017 read with Section 20 of the Integrated Goods and Services Tax Act, 2017	Office of the Assistant Commissioner, State Taxes, Kanpur, Uttar Pradesh
Demand of tax with applicable interest and penalty under Section 73 of the Central Goods and Services Tax Act, 2017 and West Bengal Goods and Services Tax Act, 2017	Office of the Special Commissioner, Large Taxpayer Unit, Kolkata, West Bengal
Demand of tax with applicable interest and penalty under Section 74 of the Central Goods and Services Tax Act, 2017 and Gujarat Goods and Services Tax Act, 2017	Office of the State Tax Officer, Veraval, Gujarat
Interim directions issued by Regional Office intimating forfeiture of Bank Guarantee towards fine for non-implementation of Zero Liquid Discharge plant. The forfeiture proceeding remain stayed and the matter is currently under adjudication.	Maharashtra Pollution Control Board, Regional Office, Kolhapur, Maharashtra

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. Grasim has an Anti-Corruption and Anti-Bribery Policy that sets clear standards for ethical conduct and compliance with applicable laws. The policy enforces a strict zero-tolerance approach towards all forms of bribery and corruption. It establishes principles and control measures applicable across all operations. It applies uniformly to employees, business associates, and third parties acting on behalf of the Company.

The policy is available on the Company's website at: https://www.grasim.com/Upload/PDF/anti-corruption-and-anti-bribery.pdf

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

Category	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints regarding conflict of interest:

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

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

Not applicable.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables*	61	61

*Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

9. Open-ness of business*

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

Parameters	Metrics		FY 2025-26	FY 2024-25
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	43%	25%
	b.	Number of trading houses where purchases are made from	6,812	5,699
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	48%	31%
Concentration of Sales	a.	Sales to dealers/distributors as % of total sales	33%	27%
	b.	Number of dealers/distributors to whom sales are made	51,828	40,261
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	15%	20%
Share of RPTs in	a.	Purchases (Purchases with related parties/Total Purchases)	7%	9%
	b.	Sales (Sales to related parties/Total Sales)	0.19%	0.17%
	c.	Loans & advances (Loans & advances given to related parties/Total loans & advances)	0%	90%
	d.	Investments (Investments in related parties/Total Investments made)	56%	59%

*Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

Note on purchases from trading houses: The classification of trading house has been determined in accordance with the SEBI circular dated 20 December 2024, which adopts the definition of trading houses as provided by the ISF.

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
192	Energy and Carbon Policy Water Stewardship Waste Management GHG Accounting Air Emissions Management Human Rights Non-discrimination Zero Tolerance Prevention of Sexual Harassment (POSH) Health and Safety Product Quality and Safety SA8000 Statutory Compliance	7%

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

Yes. Grasim has established processes to avoid and manage conflicts of interest involving members of the Board through its Code of Conduct. The Code requires Board members to avoid activities, business interests, or positions that may create an actual or potential conflict with the interests of the Company. Directors are required to disclose any such conflict and abstain from deliberations and decisions where a conflict exists. Compliance with these requirements is supported through annual declarations of adherence to the Code of Conduct by all Board members and Key Managerial Personnel.

Principle 2

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

Essential Indicators

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

Type	FY 2025-26	FY 2024-25	Details of improvement in social and environmental aspects
Research & Development (R&D)	35%	20%	R&D efforts are directed towards new product development and process efficiency measures.
Capital Expenditure (CAPEX)	11%	7%	Capital investments during the year were directed towards strengthening environmental infrastructure, improving process efficiency, and enhancing workplace safety across operations.

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

Yes

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

37%

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.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Not Applicable
b. E-Waste	Not Applicable
c. Hazardous Waste	Not Applicable
d. Other Waste	Not Applicable

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.

Yes. Extended Producer Responsibility (EPR) is applicable to the Company's activities under the Plastic Waste Management (PWM) Rules, 2016 and subsequent amendments. The waste collection and management plan implemented by the Company is aligned with the EPR plan submitted and is carried out in accordance with applicable CPCB guidelines.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If Yes, provide web-link
2030	Cellulosic Staple Fibre	36%	Cradle-to-gate	Yes	https://www.livabybirlacellulose.com/livacms/uploads/policies_reports_files/policies_reports_pdf_36_1636614623.pdf#page=41
2011	Chlor-Alkali Product	17%	Cradle-to-gate	Yes	No
1311	Linen Fabric	2%	Cradle-to-grave	Yes	No
2393	Insulator	1%	Cradle-to-gate	Yes	No
2029	Epoxy	6%	Cradle-to-gate	Yes	No

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

Name of the Product/Service	Description of the risk/concern	Action taken
Cellulosic Staple Fibre	Captive power plant operations generate electricity and steam, resulting in GHG emissions.	The Company is scaling renewable energy, enhancing efficiency of coal-based generation systems, and improving operational efficiency to reduce steam and power consumption.
Chlor-Alkali	The electrolysis process consume high electricity resulting in high GHG emissions.	Power optimisation measures have been implemented through recoating, re-membraning, and upgrading electrolysers. Additionally, older equipment has been replaced with energy-efficient alternatives such as variable frequency drives (VFD) and IE-3 motors.
Linen and Wool	Use of non-renewable energy sources contributing to emissions.	The Company has increased sourcing of hybrid power to raise the share of renewable energy in the overall energy mix.
Insulator (Porcelain)	Use of metal components and fuel consumption in furnaces increase resource use and emissions.	Renewable power sourcing initiatives are being implemented to reduce fossil fuel use. Lightweighting of porcelain and metallic components is being undertaken to lower energy intensity.
Insulator (Composite)	Aluminium grading rings and energy intensive vulcanisation processes contribute to emissions.	Wind and solar power sourcing has been increased. Material reduction initiatives through lightweighting of metal components are being implemented.
Epoxy	Increased emissions from production and packaging activities.	Fossil-based steam is being replaced with biomass or briquette-based alternatives. Resource optimisation initiatives are reducing waste generation. Raw materials with lower Global Warming Potential (GWP) are sourced where feasible.

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).

Indicated input material (By Weight)	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
	Nil	Nil

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

	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	-	9,703	9,538	-	4,635	7,654
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Note: The Company fulfils its Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management Rules through the procurement of EPR certificates, representing quantities of plastic waste recycled or disposed of in an environmentally sound manner by CPCB-authorised entities.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic packaging waste	100%

Note: For plastic waste, the Company has reclaimed a quantity equivalent to 100% of the plastic packaging waste generated from products sold, in line with its Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management (PWM) Rules.

Principle 3

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	11,635	11,635	100	11,635	100	-	-	11,635	100	9,535	82
Female	1,330	1,330	100	1,330	100	1,330	100	-	-	1,192	90
Total	**12,965**	**12,965**	**100**	**12,965**	**100**	**1,330**	**100**	**11,635**	**100**	**10,727**	**83**
Other than Permanent Employees											
Male	1,551	1,392	90	1,336	86	-	-	1,126	73	1,339	86
Female	130	97	75	75	58	85	65	-	-	89	68
Total	**1,681**	**1,489**	**89**	**1,411**	**84**	**85**	**65**	**1,126**	**73**	**1,428**	**85**

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

Category	Total (A)	% of workers covered by									
		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	15,150	9,690	64	14,943	99	-	-	2,926	19	9,937	66
Female	144	59	41	144	100	144	100	-	-	142	99
Total	**15,294**	**9,749**	**64**	**15,087**	**99**	**144**	**100**	**2,926**	**19**	**10,079**	**66**
Other than Permanent Workers											
Male	19,159	2,915	15	9,427	49	-	-	-	-	5,121	27
Female	696	159	23	378	54	307	44	-	-	296	43
Total	**19,855**	**3,074**	**15**	**9,805**	**49**	**307**	**44**	**-**	**-**	**5,417**	**27**

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company*	0.39%	0.44%

*Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

S. No.	Benefits	FY 2025-26			FY 2024-25		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100	100	Yes	100	100	Yes
2	Gratuity	100	100	Yes	100	100	Yes
3	ESI*	1	25	Yes	1	32	Yes
4	Others-Please Specify	The Company offers employee benefits like superannuation, NPS and leave encashment, if opted for.					

Note: Retirement benefits are applicable to all permanent employees and workers.

*As per the Employees' State Insurance Act, 1948, all eligible employees and workers are covered under the Schemes.

3. Accessibility of workplaces

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

Yes. Key offices and operational areas incorporate features aimed at facilitating access for differently-abled employees and workers, such as pathway adjustments, access provisions, assisted mobility, and supportive infrastructure. At the same time, certain areas present limitations due to existing structural conditions. The organisation continues to review these aspects and is progressively working towards improving accessibility through planned modifications, infrastructure upgrades, and incorporation of inclusive design considerations in future developments.

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. Equal opportunity is addressed through the Company's Diversity and Inclusion Policy, which is aligned with the provisions of the Rights of Persons with Disabilities Act, 2016.

Diversity and Inclusion Policy: https://www.grasim.com/Upload/PDF/diversity-and-inclusion-policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	81%	NA	NA
Female	100%	86%	100%	100%
Total	**100%**	**82%**	**100%**	**100%**

*Limited assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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	The Company has a formal grievance redressal mechanism supported by defined internal procedures and an accessible internal portal. Grievances relating to operational or work-related matters may be raised through the portal, with immediate supervisors, or with line managers. Issues of a broader nature, including concerns involving supervisors or performance matters, may be escalated to the Human Resources Function. Annual employee surveys provide an additional channel for feedback and identification of issues requiring action. Grievance Handling Policy: https://www.grasim.com/Upload/PDF/grasim-grievance-handling-policy-fy21.pdf
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Permanent Employees						
Male	11,635	-	-	10,695	-	-
Female	1,330	-	-	1,117	-	-
Total	**12,965**	**-**	**-**	**11,812**	**-**	**-**
Permanent Workers						
Male	15,150	13,921	92	15,376	14,121	92
Female	144	142	99	139	139	100
Total	**15,294**	**14,063**	**92**	**15,515**	**14,260**	**92**

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety measures*		On Skill Upgradation		Total (D)	On Health and Safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	13,186	6,717	51	9,392	71	12,358	5,387	44	6,760	55
Female	1,460	892	61	1,164	80	1,241	530	43	781	63
Total	**14,646**	**7,609**	**52**	**10,556**	**72**	**13,599**	**5,917**	**44**	**7,541**	**55**
Workers										
Male	34,309	34,309	100	6,979	20	32,763	32,763	100	4,510	14
Female	840	840	100	121	14	660	660	100	38	6
Total	**35,149**	**35,149**	**100**	**7,100**	**20**	**33,423**	**33,423**	**100**	**4,548**	**14**

*Limited assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

Note: The Company provides regular trainings on health and safety across all its units.

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who had a career review (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who had a career review (D)	%(D/C)
Employees						
Male	13,186	12,101	92	12,358	10,453	85
Female	1,460	1,238	85	1,241	1,030	83
Total	**14,646**	**13,339**	**91**	**13,599**	**11,483**	**84**
Workers						
Male	34,309	4,548	13	32,763	2,544	8
Female	840	84	10	660	-	-
Total	**35,149**	**4,632**	**13**	**33,423**	**2,544**	**8**

*Limited assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

10. Health and safety management system:

a.	**Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?**	Yes. The Company has implemented an Occupational Health and Safety Management System (OHSMS) in accordance with ISO 45001. The system covers all operational sites (100%) and applies to all employees and workers. It is governed through a structured framework with involvement from management and representative groups of employees and workers.
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 structured processes to identify work-related hazards and assess risks for both routine and non-routine activities. These include a Risk Evaluation Management and Occupational Health Risk Assessment framework with Tier-1 and Tier-2 Risk Assessment protocols. Hazard Identification and Risk Assessment (HIRA) is conducted across operations to evaluate risks and define control measures. Hazard and Operability Studies (HAZOP) and a defined Work Permit System are used for higher risk process and operational activities. Job Safety Analysis (JSA) is carried out for high-risk and non-routine tasks and is supported by Operational Control Procedures and Work Instructions. Toolbox talks are conducted to communicate task-specific hazards and controls, including prior to commencement of contractor activities. AI-based camera systems are used at select locations to identify PPE violations and identify unsafe acts.
c.	**Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**	Yes
d.	**Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)**	Yes

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.10	0.06
	Workers	0.19	0.23
Total recordable work-related injuries	Employees	7	2
	Workers	51	94
No. of fatalities	Employees	-	-
	Workers	3	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	1	-

*Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Grasim maintains a safe and healthy workplace through an Occupational Health and Safety Management System aligned with Aditya Birla Group standards and compliant with ISO 45001 and SA 8000. Standard operating procedures (SOPs) are implemented across all business units, supported by safety committees at central and departmental levels that conduct regular audits. Periodic reviews by the Group team provide additional oversight.

Process safety practices and management of change (MOC) framework are applied to assess risks prior to any modification of equipment or processes. Behaviour-based safety (BBS) practices, permit to work (PTW) procedures, Lock Out Tag Out Try Out (LOTOTO) protocols, and continuous improvement initiatives supported by kaizen form part of routine site operations. Work environments are monitored at defined intervals and mock drills are conducted to assess emergency preparedness. Toolbox talks and on-site medical facilities support safe operations across all locations.

Employees and workers participate in structured training programmes on workplace safety, hazard awareness, and mental well-being. Safety orientation is provided to all new hires to familiarise them with applicable safety procedures. These measures provide a consistent and formal approach to occupational health and safety across the Company.

The policies are available on the Company's website at:

Safety Policy: https://www.grasim.com/Upload/PDF/safety-policy.pdf

Occupational Health Policy: https://www.grasim.com/Upload/PDF/occupational-health-policy.pdf

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

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

Grasim has a comprehensive incident management framework to address safety-related incidents and significant risks identified through assessments of health and safety practices and working conditions. All incidents are formally reported, recorded and reviewed. Significant incidents are examined through a structured investigation process using the TapRooT methodology to identify root causes.

Corrective and preventive actions are defined based on investigation outcomes and are tracked through established follow-up mechanisms. Incident reviews are conducted by cross-functional teams and placed before central safety committees for oversight. Key learnings from incidents and assessments are shared across business units to support continuous improvement in safety practices.

Oversight is further supported through a structured audit framework that includes internal occupational health and safety audits, ISO compliance reviews, and third-party audits conducted in line with applicable regulatory requirements.

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 established defined framework to ensure statutory dues are correctly deducted and deposited by its value chain partners.

Compliance with PF and ESI requirements is verified for contractors prior to settlement of invoices. Periodic reviews are carried out to confirm timely remittances of statutory contributions. GST compliance is monitored through monthly reconciliation of GSTR 2B data along with follow-up with vendors to ensure consistency in return filings and tax payments. To support accurate tax credit flow for customers and vendors, the Company maintains a structured process for timely filing of GST returns and issuance of TDS and TCS certificates. Certificates are also obtained from customers and vendors. Annual income tax returns submitted by vendors are reviewed to confirm correct application of tax rates. For overseas transactions, the Company obtains Tax Residency Certificates, Permanent Establishment declarations, and relevant documents to ensure regulatory compliance and manage tax exposure.

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	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	-	-	-	-
Workers	4	1	2	-

Note: The right to employment was offered to all affected workers and their families. In FY 2025-26, only 1 family and 1 affected worker elected to avail themselves of the employment opportunity provided.

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

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	7%
Working conditions	7%

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 since no significant risks or concerns were identified.

Principle 4

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

Essential Indicators

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

The Company follows a structured and systematic process to identify its key stakeholder groups.

1. **Stakeholder Mapping:** Key stakeholder groups are identified through a stakeholder mapping exercise. This assessment considers the level of influence stakeholders have on business operations and the impact of the Company's activities on them.
2. **Internal Consultation:** Inputs are obtained through internal consultation with business units, operational teams, and senior management. Structured workshops and guided discussions are conducted to identify stakeholders with direct or indirect influence on business activities and decisions.
3. **External Engagement:** External perspectives are gathered through structured surveys, targeted interviews, focus group discussions, and consultation forums. These engagements support an understanding of stakeholder expectations and concerns.
4. **Stakeholder Matrix Development:** Insights from internal and external engagements are consolidated into a stakeholder matrix. Stakeholders are classified and prioritised based on defined criteria including level of influence, degree of impact, and relevance to the Company's business and value chain.
5. **Stakeholder Engagement Planning:** Based on the prioritisation outcomes, stakeholder specific engagement plans are developed. These plans outline engagement objectives, communication channels, engagement frequency, and key focus areas for each stakeholder group.
6. **Ongoing Monitoring:** Stakeholder engagement is carried out on an ongoing basis to monitor changes in expectations and concerns. Feedback is gathered through periodic surveys and communication channels and is used to inform engagement actions and updates.

The Stakeholder Engagement Policy is available on the Company's website at: https://www.grasim.com/Upload/PDF/grasim-stakeholder-engagement-policy.pdf

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Team meetings, surveys, newsletters, townhalls, annual reviews, one-to-one meetings, portal/intranet, social events	Ongoing	Job security, career growth, skill development, diversity and inclusion, remuneration, work-life balance, health and safety
Local Communities	Yes	Direct interactions, site visits, local community events, leadership engagement, CSR programmes and interventions	Ongoing	Socio-economic development, CSR programmes, local community impact management
Investors and Shareholders	No	AGM, annual reports, one-to-one meetings, quarterly calls, surveys, rating agency interactions	Ongoing	Business performance, governance, ESG strategy, climate transition, decarbonisation, disclosures, grievance redressal
Customers	No	Surveys, meetings, social media, websites, product labelling, customer conferences	Ongoing	Product quality, pricing, sustainability, innovation, grievance redressal, timely delivery
Suppliers	Yes	Supplier evaluations, meetings, tenders, site visits, questionnaires	Ongoing	Responsible sourcing, ESG compliance, fair terms, labour practices, timely payments, supplier capability building

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government, Regulators and Industry Associations	No	Meetings, stakeholder forums, industry association platforms, statutory filings and regulatory submissions	Ongoing	Regulatory compliance, inquiry resolution, community impact, health and safety, environmental issues, governance, tax compliance
Media	No	Press releases, social media, interviews	Ongoing	Sustainability commitments, ESG disclosures, reputation, stakeholder communication
NGOs and Development Partners	No	Meetings, presentations, CSR programme execution	Need-based	CSR implementation, social development, biodiversity, labour rights

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 processes for stakeholder consultation on economic, environmental, and social matters are set out under the Company's Stakeholder Engagement Policy. Consultations are facilitated by management through established engagement mechanisms. Key feedback and material insights are consolidated and shared with the relevant Board-level committees for review. Matters of significance are placed before the Board for oversight and decision-making.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Stakeholder consultation supports the overall sustainability approach. For instance, customer and investor expectations led to enhancements in the Chemical Management System, including a risk-based chemical phase-out approach, substitution of hazardous chemicals with safer alternatives, and enhanced compliance monitoring against ZDHC MRSL requirements, resulting in improved chemical management, reduced environmental risks, and enhanced supply chain compliance.

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

Grasim engages with vulnerable and marginalised stakeholder groups mainly through CSR programmes and community development initiatives. Engagement with local communities is undertaken to identify key concerns related to livelihoods, skill development, and social inclusion. Baseline assessments are carried out to understand socio-economic conditions, employment barriers, and skill gaps. Based on these assessments, targeted interventions are designed and implemented, including skill development, healthcare, and livelihood support programmes.

Principle 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	12,965	5,019	39	11,812	3,383	29
Other than permanent	1,681	29	2	1,787	340	19
Total Employees	**14,646**	**5,048**	**34**	**13,599**	**3,723**	**27**
Workers						
Permanent	15,294	3,002	20	15,515	1,530	10
Other than permanent	19,855	7,040	35	17,908	3,028	17
Total Workers	**35,149**	**10,042**	**29**	**33,423**	**4,558**	**14**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	11,635	-	-	11,635	100	10,695	-	-	10,695	100
Female	1,330	-	-	1,330	100	1,117	-	-	1,117	100
Total	**12,965**	**-**	**-**	**12,965**	**100**	**11,812**	**-**	**-**	**11,812**	**100**
Other than Permanent Employees										
Male	1,551	39	3	1,512	97	1,663	220	13	1,443	87
Female	130	7	5	123	95	124	3	2	121	98
Total	**1,681**	**46**	**3**	**1,635**	**97**	**1,787**	**223**	**12**	**1,564**	**88**
Permanent Workers										
Male	15,150	-	-	15,150	100	15,376	-	-	15,376	100
Female	144	-	-	144	100	139	-	-	139	100
Total	**15,294**	**-**	**-**	**15,294**	**100**	**15,515**	**-**	**-**	**15,515**	**100**
Other than Permanent Workers										
Male	19,159	11,165	58	7,994	42	17,387	13,391	77	3,996	23
Female	696	313	45	383	55	521	363	70	158	30
Total	**19,855**	**11,478**	**58**	**8,377**	**42**	**17,908**	**13,754**	**77**	**4,154**	**23**

3. Details of remuneration/salary/wages

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	11	24,50,000	3	31,50,000
Key Managerial Personnel	3*	3,64,61,367	-	-
Employees other than BoD and KMP	11,632	7,44,651	1,330	5,71,266
Workers	15,150	4,48,572	144	2,62,444

*The number of Key Managerial Personnel (KMPs) mentioned above includes one member of the Board of Directors.

Note: Data includes details for permanent employees and permanent workers.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages*	6%	5%

*Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Yes

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

Grasim has an internal grievance mechanism aligned with its Human Rights Policy and accessible to all stakeholders. The mechanism is overseen by a designated grievance redressal committee that addresses concerns, including those related to human rights. Multiple reporting channels are available to enable confidential submission of grievances through written communication or designated contact points. Protections are in place to prevent retaliation and ensure fair treatment.

Each grievance is reviewed through an objective and structured process. This includes examination of relevant information, engagement with concerned parties, and involvement of subject matter specialists where necessary. Privacy and confidentiality are maintained throughout the process, and safeguards are applied to prevent harassment, discrimination, or victimisation.

The Human Rights Policy is available on the Company's website at: https://www.grasim.com/upload/pdf/human-rights-policy.pdf

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	8	2	-	12	2	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	43	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	12
Complaints on POSH as a % of female employees/workers	0.54%	0.96%
Complaints on POSH upheld	8^	11

*Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

^2 pending complaint from FY 2024-25 is upheld in addition to 6 complaints upheld in FY 2025-26

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

The Company has established measures to prevent adverse consequences to complainants in cases of discrimination and harassment under its Human Rights Policy, Diversity and Inclusion Policy, and Prevention of Sexual Harassment (POSH) Policy. These policies promote a respectful workplace and prohibit discrimination, harassment, and unfair treatment.

All concerns are examined through a defined and impartial process that safeguards the confidentiality of the complainant. Appropriate support is provided during the inquiry to ensure fair and consistent handling in line with established procedures.

The Company maintains a strict non retaliation approach. Complainants, witnesses, and other parties involved in an investigation are protected against retaliation or any form of adverse action. Where a complaint is found to be false or made with malicious intent, disciplinary action may be taken in accordance with applicable policies.

Relevant policies are available on the Company's website:

Prevention of Sexual Harassment (POSH) Policy: https://www.grasim.com/Upload/PDF/POSH-policy.pdf,

Human Rights Policy: https://www.grasim.com/upload/pdf/human-rights-policy.pdf,

Diversity and Inclusion Policy: https://www.grasim.com/Upload/PDF/diversity-and-inclusion-policy.pdf

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

Yes

10. Assessment for the year:

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

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

The Company monitors compliance with applicable laws and governing standards across its units and corporate offices through defined review and oversight processes. Periodic internal audits are conducted to assess adherence to requirements related to non-discrimination, prevention of child labour, and workplace harassment. In addition, the Company subjects its facilities to independent third-party assessments aligned with the SA8000 Social Accountability standard. Based on the assessments conducted during the year, no significant human rights risks or concerns were identified, and accordingly no corrective actions were required.

Leadership Indicators

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

No material modifications to business processes were required during the reporting period as a result of human rights grievances or complaints.

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

The Company progressively undertakes human rights due diligence using a defined Human Rights Due Diligence (HRDD) tool to identify, assess, and manage potential human rights risks across its businesses and supply chain. The scope covers all operating units and business activities. Periodic assessments are carried out to review policies, operational practices, and management systems. These assessments are designed to evaluate alignment with recognised human rights principles and applicable standards and to support timely identification and management of potential risks.

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

Yes.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	7%
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	

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, as no significant risks or concerns were identified.

Principle 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in million GJ) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	2.94	1.67
Total fuel consumption (B)	2.79	2.65
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**5.73**	**4.32**
From non-renewable sources		
Total electricity consumption (D)	5.13	6.06
Total fuel consumption (E)	58.57	56.41
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**63.70**	**62.47**
Total energy consumed (A+B+C+D+E+F)	**69.43**	**66.79**
Energy intensity per rupee of turnover (Total energy consumption/Revenue from operations) (GJ/₹ crore)	1,691.76	2,116.17
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed/Revenue from operations adjusted for PPP) (GJ/million USD)	3,441.04	4,372.00
Energy intensity in terms of physical output Energy intensity (GJ/MT)	18.09	20.01

*The revenue from operations has been adjusted using the purchasing power parity (PPP) conversion factor for India (20.34), based on the latest data published by the International Monetary Fund (IMF) for the year 2026.

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

Yes. Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) 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.

Yes. 15 out of 27 Grasim's manufacturing units were earlier designated consumers under BEE's Perform, Achieve and Trade (PAT) scheme. Pursuant to MoEFCC's Greenhouse Gases Emission Intensity Target Rules, 2025, Grasim's Chemicals, Cellulosic Fibres and Textiles units have been listed as Obligated Entities with prescribed greenhouse gas emission-intensity targets for FY 2025-26 and FY 2026-27. These units have transitioned to the Carbon Credit Trading Scheme (CCTS). The Company continues to implement operational and energy-efficiency initiatives to meet the applicable targets.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in million cubic meter)		
(i) Surface water	36.59	36.14
(ii) Groundwater	2.88	2.49
(iii) Third party water	14.11	13.34
(iv) Seawater/desalinated water	7.56	8.17
(v) Others (Rainwater storage)	0.14	0.08
Total volume of water withdrawal (i + ii + iii + iv + v)	**61.28**	**60.22**
Total volume of water consumption*	**28.94**	**28.18**
Water intensity per rupee of turnover (Water consumed/Revenue from operations) (m^3/₹ crore)	705.16	892.95
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption/Revenue from operations adjusted for PPP) (m^3/million US$)	1,434.30	1844.84
Water intensity in terms of physical output Water intensity (m^3/MT)	7.54	8.44

**Revenue from operations has been adjusted using the purchasing power parity (PPP) conversion factor for India (20.34), based on the latest data published by the International Monetary Fund (IMF) for the year 2026.

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

Yes. Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

4. Provide the following details related to water discharge:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in million cubic meter)		
(i) To Surface water		
- No treatment	-	-
- With treatment – Secondary Treatment	11.47	10.44
(ii) To Groundwater		
- No treatment	-	-
- With treatment – Secondary Treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – Secondary Treatment	20.30	20.21
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – Secondary Treatment	0.57	1.39
(v) Others		
- No treatment	-	-
- With treatment – Secondary Treatment	-	-
Total water discharged (in million cubic meter)	**32.34**	**32.04**

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

Yes. Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Yes. The Company has implemented Zero Liquid Discharge (ZLD) mechanisms across 15 of its 27 manufacturing units. These units operate ZLD systems through appropriate effluent treatment and water recovery processes, ensuring that no liquid effluent is discharged outside the respective premises.

The Zero Liquid Discharge systems have been implemented at the following locations:

Cellulosic Fibres: Nagda

Chemicals: Nagda, Renukoot, Ganjam, Rehla, and Balabhadhrapuram

Paints: Panipat, Ludhiana, Cheyyar, Mahad, Kharagpur, and Chamarajnagar

Textiles: Rishra and Malanpur

Insulators: Halol

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	MT	2,648.18	2,032.09
SOx	MT	8,427.94	7,387.54
Particulate matter (PM)	MT	1,114.49	1,000.14
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	MT	0.42	0.04
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

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

Yes. Limited assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Million tCO_2e	5.35	5.11
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Million tCO_2e	1.01	1.22
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO_2e/₹ crore	154.89	200.73
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO_2e/million US$	315.04	414.70
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_2e/MT	1.66	1.90

*Revenue from operations has been adjusted using the purchasing power parity (PPP) conversion factor for India (20.34), based on the latest data published by the International Monetary Fund (IMF) for the year 2026.

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

Yes. Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Grasim is committed to creating a positive environmental impact through continued efforts to reduce GHG emissions. Key initiatives include increasing the share of renewable energy and low-carbon fuels, enhancing energy efficiency through technology upgrades and retrofits, and conducting regular energy audits.

Further details on energy conservation, technology absorption and related initiatives are provided in Annexure C to the Board's Report on page 200.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)		
Plastic waste (A)	2,208.03	1,792.22
E-waste (B)	93.57	85.70
Bio-medical waste (C)	2.87	2.84
Construction and demolition waste (D)	20,165.22	13,616.63
Battery waste (E)	241.46	83.35
Radioactive waste (F)	-	-
Other Hazardous waste (G)	2,48,571.71	2,25,464.54
Other Non-hazardous waste generated (H) (Break-up by composition i.e., by materials relevant to the sector)	9,40,482.60	8,90,638.95
Total (A+B + C + D + E + F + G+ H)	**12,11,765.46**	**11,31,684.23**
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) (MT/₹ crore)	29.53	35.85
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated/Revenue from operations adjusted for PPP) (MT/million US$)	60.06	74.08
Waste intensity in terms of physical output Waste intensity (MT of waste/MT)	0.32	0.34

*Revenue from operations has been adjusted using the purchasing power parity (PPP) conversion factor for India (20.34), based on the latest data published by the International Monetary Fund (IMF) for the year 2026.

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

Parameter	FY 2025-26	FY 2024-25
Category of waste (Hazardous Waste)		
(i) Recycled	76,109.13	82,165.41
(ii) Re-used	63,990.69	52,541.47
(iii) Other recovery operations	57,689.34	29,469.33
Total	**1,97,789.16**	**1,64,176.21**
Category of waste (Non-Hazardous Waste)		
(i) Recycled	8,82,911.26	8,18,316.22*
(ii) Re-used	53,219.14	57,334.97*
(iii) Other recovery operations	15,030.51	10,100.85
Total	**9,51,160.91**	**8,85,752.04**

Note: During FY 2024–25, ash waste previously disclosed under the 'Reused' category has been reclassified as 'Recycled', considering its utilisation by cement and brick manufacturing units as an input material for producing new products. This change does not affect the total waste quantity reported.

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

Parameter	FY 2025-26	FY 2024-25
Category of waste (Hazardous Waste)		
(i) Incineration	198.83	885.94
(ii) Landfilling	47,973.84	57,370.49
(iii) Other disposal operations	-	-
Total	**48,172.67**	**58,256.42**
Category of waste (Non-Hazardous Waste)		
(i) Incineration	72.10	125.41
(ii) Landfilling	8,918.25	6,710.75
(iii) Other disposal operations	-	-
Total	**8,990.35**	**6,836.16**

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

Yes. Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) 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 products and processes and the practices adopted to manage such wastes.

The Company has established structured waste management procedures across its operations for handling all categories of waste in compliance with applicable national and local regulations and consistent with recognised industry practices. A hierarchy based approach is followed that prioritises reduction at source, reuse, recycling, and recovery, with disposal through landfill or incineration used only where other options are not feasible.

Hazardous and toxic wastes are managed in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. Such wastes are handled, stored, and disposed of through authorised vendors as per statutory requirements. Wherever feasible, the Company undertakes initiatives to reduce the use of hazardous and toxic chemicals in its products and processes. Where their use cannot be avoided, defined controls and monitoring practices are applied to ensure safe handling and compliant disposal.

For instance, Excel Fibre is produced using solvent spinning process, which is entirely different from the viscose and modal processes. There is a direct dissolution of cellulose or pulp in an organic solvent called N-Methyl Morpholine N-oxide (NMMO) without use of any hazardous chemicals or solvents.

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.
Not applicable, as the Company does not have any operations or offices located in or around notified ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
None					

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

Yes

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
None				

Leadership Indicators

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

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

(i) Name of the area: The following plants are located in areas classified as water stressed, based on WRI Aqueduct Water Risk Atlas:

Cellulosic Fibres: Vilayat, Kharach, Nagda, Harihar, Veraval

Chemicals: Nagda, Veraval, Vilayat, Balabhadhrapuram, Ganjam

Paints: Panipat, Cheyyar, Ludhiana, Kharagpur

Textiles: Malanpur, Kolhapur

Insulators: Halol

(ii) Nature of operations: Manufacturing

(iii) Water withdrawal, consumption and discharge in the following format: (consolidated numbers for units which are present in areas of stress)

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in million cubic meter)		
(i) Surface water	26.08	25.38
(ii) Groundwater	1.35	1.38
(iii) Third party water	13.18	12.65
(iv) Seawater/desalinated water	7.56	8.17
(v) Others	0.08	0.03
Total volume of water withdrawal	**48.25**	**47.61**
Total volume of water consumption	**20.28**	**20.01**
Water intensity per rupee of turnover (Water consumed/Revenue from operations) (m^3/₹ crore)	494.14	633.21
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	11.47	10.44
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	15.95	15.81
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	0.55	1.37
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**27.97**	**27.62**

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

Yes. Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions* (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Million tCO_2e	6.27	6.17
Total Scope 3 emissions per rupee of turnover	tCO_2e/₹ crore	152.69	195.42
Total Scope 3 emission intensity in terms of physical output	tCO_2e/MT	1.63	1.85

*Scope 3 GHG emissions have been calculated considering Categories 1, 2, 3, 4, 5, 6, 7 and 9.

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

Yes. Limited assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water Resource Optimisation through Rainwater Reuse	Rainwater harvesting systems integrated with storage, treatment, and distribution infrastructure were implemented to enable utilisation of rainwater for production and utility requirements, supported by monitoring systems for quality and usage. Our Cheyyar plant operated for seven months using 100% of the rainwater harvested.	Reduced dependence on freshwater sources and improved water security while supporting sustainable water management practices.
2	Energy Efficiency through VFD and Process Optimisation	Variable Frequency Drives (VFDs) were installed across process equipment including waste collection fans, spray pumps, boiler feed pumps, and water treatment systems. Process modifications such as chilled water optimisation, pump rationalisation, and steam pressure management were also implemented to align energy use with operational demand.	Reduced energy consumption across operations, improved process efficiency, and lowered greenhouse gas emissions while enhancing system reliability.
3	Waste to Energy Initiative (Renew Rethink)	A detailed assessment of landfill waste was undertaken, including testing for calorific value and suitability for energy recovery. Flax dust and fibre residues were converted into boiler fuel using adapted pelletisation machinery after successful trials, enabling the utilisation of internal waste streams as non-fossil fuel.	Reduced landfill dependency and enabled use of waste as an alternative energy source, supporting resource efficiency and transition towards non-fossil fuel utilisation.
4	Circularity in Polypropylene Cones	Polypropylene cones used in yarn winding are systematically collected, cleaned, and quality-checked for multiple reuse cycles before being routed for recycling at end-of-life. The reuse loop is tracked and integrated into operations to ensure efficient material recovery and lifecycle management.	Reduced dependence on virgin plastic and minimised plastic waste generation, strengthening circular material use within operations.
5	Solvent Circularity and Reuse	Wash solvents generated during production are systematically recovered, segregated, and reused within the manufacturing process, supported by structured infrastructure and process controls to enable circular utilisation.	Reduced hazardous waste generation and dependence on virgin solvent, enhancing material circularity and improving environmental performance.
6	Plastic Waste to Value-added Products	Plastic waste generated within operations and supply chain is reutilised by converting into durable utility products such as reusable bags. The initiative focuses on extending material life by repurposing waste into practical applications.	Extended lifecycle of plastic materials, reduced reliance on single-use plastics, and promoted reuse-driven circularity across operations.

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

Yes. The Company has a Business Continuity and Disaster Management Plan implemented across all operating units. The plan provides a structured framework to manage disruptions and safeguard people, assets, and operations during emergency situations. It enables effective response to risk scenarios that may impact personnel, the environment, operational continuity, and the financial or reputational interests of the Company. Defined roles, escalation protocols, and resource deployment arrangements support effective response and recovery. The plan is supported by experienced leadership teams and periodic review mechanisms. An external service provider supports Code Red alerting and Call Centre operations, enabling timely communication, escalation, and coordination through the Site Incident Command System (ICS).

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.

Not applicable, as no significant adverse environmental impacts arising from the Company's value chain were identified during the reporting period.

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

~100% of our pulp suppliers which accounts for 41% of our total raw material procurement value were assessed for environmental impacts.

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

a. By the listed entity

Nil

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

Not Applicable

Principle 7

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

Essential Indicators

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

Thirty-one (31)

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
2	India Chemical Council (ICC)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Alkali Manufacturer Association of India (AMAI)	National
5	Confederation of Indian Industry (CII)	National
6	Association of Man-made Fibre Industry of India (AMFII)	National
7	Manmade and Technical Textiles Export Promotion Council (MATEXIL)	National
8	Indian Paint Association (IPA)	National
9	Indian Wind Turbine Manufacturers Association (IWTMA)	National
10	Indian Technical Textile Association (ITTA)	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.

No New cases were filed in the current financial year. Listed below are ongoing cases from the previous years.

Name of Authority	Brief of the case	Corrective action taken
Competition Commission of India	Competition Commission of India (CCI) has passed an order dated 16th March, 2020 under Section 4 of the Competition Act, 2002, imposing a penalty of ₹ 301.61 crore related to the Cellulosic Staple Fibre turnover.	The Company filed an appeal before the National Company Law Appellate Tribunal (NCLAT)
Competition Commission of India	Without considering that an Appeal is already pending against the aforesaid Order, the CCI passed another Order dated 3rd June, 2021, levying a penalty of ₹ 3.49 crore for non-compliance with the Order passed on 16th March, 2020.	The Company filed a Writ Petition before the Hon'ble Delhi High Court against the Order of the CCI
Competition Commission of India	The CCI has passed another order dated 6th August 2021 under Section 4 of the Competition Act, 2002. However, because of the penalty already imposed on the Company in a previous order dated 16th March, 2020, the CCI deemed it appropriate not to impose any further monetary penalty on the Company.	The Company filed an appeal before the National Company Law Appellate Tribunal (NCLAT)

Leadership Indicators

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

S. No.	Public policy advocated	Method resort 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	Draft rules proposed by the Ministry of Commerce and Industry to further amend the Patent Rules (Notification dated 16th July 2025)	Suggestions and recommendations to the draft bill submitted to the authority via email	No	NA	NA
2	Working Paper – Part I: Issues Relating to the Use of Copyright Protected Works for Artificial Intelligence Systems	Suggestions and recommendations to the draft bill submitted to the authority via email	No	NA	NA
3	Revised Draft Gazette Notification on Renewable Consumption Obligation (RCO)	Suggestions and recommendations to the draft bill submitted to the authority via email	No	NA	NA
4	Draft Energy Conservation (Compliance Enforcement) Rules, 2025 issued on 4th August, 2025	Suggestions and recommendations to the draft bill submitted to the authority via email	No	NA	NA
5	Submitted suggestions & Objections on 4 labour codes Draft Central Rules- 1) Code of Social Security (Central) Rules, 2) Code on Wages, 3) Code on Industrial Relations, 4) OSHW Code	Suggestions and recommendations to the draft bill submitted to the authority via email	No	NA	NA

Principle 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name of the project	Brief details of the project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Nil						

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

S. No.	Name of the project for which R&R is going on	State	District	No. of Project Affected Families (PAFs)	No. of PAFs covered by R&R	Amounts paid to% of PAFs in the FY (in ₹)
Nil						

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

Grasim has an established grievance redressal system to address community concerns in a timely and transparent manner. Community members may raise grievances through designated channels with the Stakeholder Officer (Admin & Liaison Officer), who escalates matters to the Grievance Committee where required. Awareness of the mechanism and reporting channels is maintained to ensure accessibility.

The process is implemented through six clearly defined steps to ensure consistency and transparency. Grievances are received through designated channels and acknowledged within five working days to confirm registration. Each grievance is recorded in a formal grievance register to enable tracking and documentation. An initial screening is conducted to assess relevance, severity, and urgency. A detailed investigation then takes place with support from the relevant functions to identify facts and root causes. Based on the findings, corrective actions are defined and implemented. After resolution, the complainant is informed, and a follow up is conducted to confirm satisfaction and ensure formal closure of the case.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/Small producers	28%	16%
Directly from within India	69%	58%

*Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Location	FY 2025-26	FY 2024-25
Rural	18%	19%
Semi urban	4%	4%
Urban	42%	41%
Metropolitan	36%	36%

*Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent in ₹
1.	Jharkhand	Palamu	₹ 1.15 crore

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

Yes

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

Grasim procures from marginalised and vulnerable groups including women-led enterprises that support economic participation and entrepreneurship among women, self-help groups (SHGs) that enable community-based collectives to access formal markets, and tribal communities that rely on traditional skills and local livelihoods.

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

0.02%

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating of benefits share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Healthcare Initiatives	7,72,632	32
2	Education Initiatives	89,561	26
3	Sustainable Livelihood Initiatives	51,536	35
4	Infrastructural Initiatives	91,154	42
5	Social Welfare Initiatives	2,57,933	50

Principle 9

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

Essential Indicators

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

Grasim follows a structured, multi-step complaint management framework to ensure timely and effective resolution across both B2B and B2C interactions. The four steps process is tailored to the specific requirements of each business segment.

Step 1 — Complaint Registration: Customers may register complaints through the online Customer Relationship Management (CRM) system, managed by the Customer Care Services team. Complaints may also be submitted through email. All complaints are routed to the relevant marketing team.

Step 2 — Information Collection: The marketing team gathers key details related to the complaint, including product name, batch number, and the nature of the issue, to enable accurate assessment.

Step 3 — Complaint Processing and Review: Each complaint is recorded in the CRM system and assigned a unique Ticket ID. The complaint is then shared with the concerned departments for root cause analysis. Valid complaints are escalated for corrective action, and findings along with resolution details are communicated to the customer. Response timelines vary based on customer type and complaint category.

Domestic customers receive responses within fifteen days for quality, packaging, documentation, or labelling concerns and within sixty days for weight related or application related issues. Export customers receive responses within thirty days for quality related concerns and within sixty days for weight related or application related matters.

Where a complaint is found to be unsubstantiated, the customer is informed accordingly. Where required, the quality assurance team conducts site visits to validate complaints.

Step 4 — Feedback Mechanism: Customer may provide feedback through Mission Happiness, an online portal used across the Company's customer base to capture experience and satisfaction levels.

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

Business	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%

Note: All products include the information required under applicable laws.

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

Category	FY 2025-26			FY 2024-25		
	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	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Others	12,667	541	-	5,345	2,265	-

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

Category	Number	Reason for recall
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not applicable

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 Policy is available on the Company's website at: https://www.grasim.com/Upload/PDF/information-security-policy.pdf, https://www.grasim.com/Upload/PDF/privacy-policy.pdf

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

Not applicable, as no incidents were reported.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches*

Zero

*Reasonable assurance for FY 2025-26 has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Not Applicable

c. Impact, if any, of the data breaches

Not applicable

Leadership Indicators

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

Grasim maintains dedicated digital platforms across all its business segments, ensuring stakeholders have ready access to product and service information. The segment-wise web presence is as follows:

- **Corporate**
  Grasim Industries Limited: www.grasim.com.
- **Cellulosic Fibres**
  Birla Cellulose: www.birlacellulose.com;
  Navyasa: https://navyasabyliva.in;
  LIVA: www.livabybirlacellulose.com;
  Birla Purocel: www.purocel.com;
  Birla EcoSodium: www.birlaecosodium.com.
  Raysil: www.raysil.co.in
- **Chemicals**
  Aditya Birla Chemicals: www.adityabirlachemicals.com;
  Specialty Chemicals: www.abg-am.com.

- **Building Materials**
  Paints (Birla Opus): https://www.birlaopus.com;
  B2B E-commerce (Birla Pivot): https://www.birlapivot.com.
- **Textiles**
  Jayashree Textiles: https://www.jayashree-grasim.com;
  Grasim Premium Fabrics: www.grasimpremiumfabrics.com;
  Linen Club: https://www.linenclub.com.
- **Insulators**
  Insulators: https://adityabirlainsulators.com

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

Grasim informs and educates consumers on safe and responsible product usage through clear and accessible product communication. Product information is provided on bale packaging and hang tags, along with detailed specifications available on the Company's website. Each product is accompanied by a safety information sheet, and Material Safety Data Sheets (MSDS) are made available across all product lines to support safe handling, storage and use.

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

Grasim has instituted communication mechanisms to ensure consumers of any potential disruption or discontinuation of essential services. Information is shared through the Company's website, customer service helplines, and direct communication channels, as applicable. Consumers are notified in advance of planned maintenance activities or operational changes that may affect service availability, enabling timely awareness and preparedness.

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. Grasim displays product information beyond what is required under applicable statutory requirements. The Company provides additional disclosures to enable well-informed decisions making and transparency for consumers.

As part of these efforts, the Cellulosic Fibres business has implemented GreenTrack, a blockchain-enabled traceability platform. The platform allows consumers and value chain partners to trace the journey of a textile product from plantation to end consumer through a QR code. It also enables visibility into product movement and sustainability attributes across the value chain.

Yes. The Company conducts consumer satisfaction surveys across its major products, services, and operating locations, Structured surveys are carried out across business segments utilising Net Promoter Score (NPS) framework. Survey findings are reviewed to understand consumer expectations and to support continuous improvement in product quality and service delivery.

NPS recorded across Grasim's business segments for the reporting period is as follows:

Chlor-Alkali: 70%

Specialty Chemicals: 79%

B2B E-commerce: 92%

Cellulosic Staple Fibre: 64%

Insulators: 89%