



# **Business Responsibility and Sustainability Report**

**FY2025-26**

**Sameer Gupta**

Managing Director

## Message from the Managing Director

At Apollo Pipes, our journey has been guided by a clear vision of sustainable growth, operational excellence, and long-term value creation. We are actively adopting eco-friendly technologies, including the integration of solar energy across our manufacturing units, to reduce our environmental footprint and support cleaner energy transitions.

Our product portfolio continues to expand to meet the evolving needs of diverse sectors such as agriculture, irrigation, infrastructure, building and construction, and telecom. Through a comprehensive range of pipes and fittings systems including plumbing, industrial applications, sewerage, water storage solutions, and bathroom fittings we strive to deliver reliable and high-quality solutions to our customers.

Innovation and continuous improvement remain central to our operations. In response to customer needs, we have undertaken capacity augmentation initiatives, including the installation of advanced injection moulding machines to strengthen our fittings segment. We also maintain a strong focus on technological upgradation across our processes to enhance efficiency, quality, and competitiveness.

We remain committed to reinvesting in our business, with a strategic approach to allocate a significant portion of our earnings toward capacity expansion, innovation, and operational excellence. Our success is driven by a balanced combination of a dynamic and enthusiastic workforce and experienced leadership, enabling effective decision-making and sustained growth.

Quality and customer-centricity are at the core of everything we do. We continuously strive to enhance customer satisfaction by delivering superior products and solutions that meet the highest standards of performance and reliability.

As we move forward, we remain committed to integrating sustainability into our business practices, strengthening governance frameworks, and contributing positively to society and the environment.

I extend my sincere gratitude to our customers, investors, and employees for their continued trust and support. We look forward to building a future defined by innovation, responsibility, and shared success.

## Section A: General Disclosures

### I. Details of the listed entity

|     |                                                                                                                                                                                                                                                                   |                                                                                                                                          |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | Corporate Identity Number (CIN) of the Listed Entity                                                                                                                                                                                                              | L65999DL1985PLC022723                                                                                                                    |
| 2.  | Name of the Listed Entity                                                                                                                                                                                                                                         | Apollo Pipes Limited                                                                                                                     |
| 3.  | Year of Incorporation                                                                                                                                                                                                                                             | 1985                                                                                                                                     |
| 4.  | Registered office address                                                                                                                                                                                                                                         | 37, Hargobind Enclave, Vikas Marg, Delhi 110092                                                                                          |
| 5.  | Corporate address                                                                                                                                                                                                                                                 | Plot No. A-140, Sector-136, Noida, Uttar Pradesh – 2 01301                                                                               |
| 6.  | E-mail                                                                                                                                                                                                                                                            | <a href="mailto:compliance@apollopipes.com">compliance@apollopipes.com</a>                                                               |
| 7.  | Telephone                                                                                                                                                                                                                                                         | +91-11-44457164                                                                                                                          |
| 8.  | Website                                                                                                                                                                                                                                                           | <a href="https://www.apollopipes.com/">https://www.apollopipes.com/</a>                                                                  |
| 9.  | Financial year for which reporting is being done                                                                                                                                                                                                                  | FY2025 - 2026                                                                                                                            |
| 10. | Name of the Stock Exchange(s) where shares are listed                                                                                                                                                                                                             | National Stock Exchange & BSE Limited                                                                                                    |
| 11. | Paid-up Capital                                                                                                                                                                                                                                                   | ₹ 44,04,82,060                                                                                                                           |
| 12. | Name of the contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report                                                                                                                               | Gourab Kumar Nayak<br>Company Secretary<br><a href="mailto:compliance@apollopipes.com">compliance@apollopipes.com</a><br>+91-11-44457164 |
| 13. | Reporting boundaries - Are the disclosures under the 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 statement, taken together) | This report has been prepared on a standalone basis for Apollo Pipes Limited.                                                            |
| 14. | Name of assurance provider                                                                                                                                                                                                                                        | Not Applicable                                                                                                                           |
| 15. | Type of assurance obtained                                                                                                                                                                                                                                        | Not Applicable                                                                                                                           |

### II. Products/Services

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

| S. No. | Description of Main Activity     | Description of Business Activity                                                                       | % Of Turnover of the entity |
|--------|----------------------------------|--------------------------------------------------------------------------------------------------------|-----------------------------|
| 1.     | Manufacturer of Plastic Products | Apollo Pipes manufactures a wide range of plastic products such as cPVC, uPVC, HDPE Pipes and Fittings | 100%                        |

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

| S. No. | Product/Services                    | NIC Code | % of total turnover contributed |
|--------|-------------------------------------|----------|---------------------------------|
| 1.     | cPVC, uPVC, HDPE Pipes and Fittings | 222      | 100%                            |

### III. Operations

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

| S. No. | Locations     | Number of plants | Number of offices | Total |
|--------|---------------|------------------|-------------------|-------|
| 1.     | National      | 6                | 2                 | 8     |
| 2.     | International |                  | Nil               |       |

## 19. Markets served by the entity

### a. Number of locations

| S. No. | Locations                           | Number    |
|--------|-------------------------------------|-----------|
| 1.     | National (Number of states)         | PAN India |
| 2.     | International (Number of countries) | 3         |

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

0.153%

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

Apollo Pipes Limited caters to a diverse clientele across various industries. Key customer segments for the company encompass:

- Agriculture Segment: Primarily offering products such as Casing pipes, Drip Irrigation System, Sprinkler System, and Bore well pipes.
- Water Management Segment: Mainly providing products for Hot & cold potable water distribution & transportation, Residential, and Commercial installations.
- Long Distance water conveyance-OPVC Pipes replacing traditional DI Pipes in lower diameter segments.
- Construction Segment: Majorly supplying Sanitation & Sewage Pipes, and Plumbing pipes.
- Oil & Gas Segment: Facilitating the conveyance of PNG/CNG for city distribution by gas distribution companies.
- Telecom Ducting: Serving the telecommunications industry with ducting solutions.

## 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)            | 411       | 397     | 97%     | 14      | 3%      |
| 2.        | Other than permanent (E) | 0         | 0       | 0%      | 0       | 0%      |
| 3.        | Total employees (D+E)    | 411       | 397     | 97%     | 14      | 3%      |
| Workers   |                          |           |         |         |         |         |
| 4.        | Permanent (F)            | 308       | 307     | 99.7%   | 1       | 0.3%    |
| 5.        | Other than permanent (G) | 89        | 89      | 100%    | 0       | 0%      |
| 6.        | Total workers (F+G)      | 397       | 396     | 99.7%   | 1       | 0.3%    |

#### 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)                           | 0         | 0       | 0       | 0       | 0       |
| 2.                          | Other than permanent (E)                | 0         | 0       | 0       | 0       | 0       |
| 3.                          | Total Differently abled employees (D+E) | 0         | 0       | 0       | 0       | 0       |
| Differently abled Workers   |                                         |           |         |         |         |         |
| 4.                          | Permanent (F)                           | 0         | 0       | 0       | 0       | 0       |
| 5.                          | Other than permanent (G)                | 0         | 0       | 0       | 0       | 0       |
| 6.                          | Total Differently abled workers (F+G)   | 0         | 0       | 0       | 0       | 0       |

## 21. Participation/Inclusion/Representation of women

|                          | Total No. (A) | No. and percentage of Females |         |
|--------------------------|---------------|-------------------------------|---------|
|                          |               | No. (B)                       | % (B/A) |
| Board of Directors       | 6             | 1                             | 16.67%  |
| Key Management Personnel | 2             | 0                             | 0       |

## 22. Turnover rate for permanent employees and workers

| Category            | FY2025-26 |            |           | FY2024-25 |            |           | FY 2023-24 |            |           |
|---------------------|-----------|------------|-----------|-----------|------------|-----------|------------|------------|-----------|
|                     | Male (%)  | Female (%) | Total (%) | Male (%)  | Female (%) | Total (%) | Male (%)   | Female (%) | Total (%) |
| Permanent employees | 14%       | 1%         | 15%       | 17%       | 1%         | 18%       | 23%        | 1%         | 23%       |
| Permanent workers   | 4%        | 0%         | 4%        | 5%        | 0%         | 3%        | 5%         | 0%         | 5%        |

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

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

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures | Indicate whether holding/ Subsidiary/ Associate/Joint Venture | % Of shares held by listed entity | Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|-------------------------------------------------------------------------|---------------------------------------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------|
| 1.     | Kisan Mouldings Limited                                                 | Subsidiary                                                    | 61.94                             | No                                                                                                    |

## VI. CSR details

24. I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- II. Turnover (in ₹) – 8,944,251,000
- III. Net worth (in ₹) – 8,447,717,000

## VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy) | FY2025-26                               |                                                           |                                                                                              | FY2024-25                               |                                                           |                                                                   |
|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------|-------------------------------------------------------------------|
|                                                   |                                                                                                              | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks                                                                                      | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks                                                           |
| Communities                                       | Yes                                                                                                          | 0                                       | 0                                                         | Not Applicable                                                                               | 0                                       | 0                                                         | Not Applicable                                                    |
| Investors                                         | Yes                                                                                                          | 0                                       | 0                                                         | Not Applicable                                                                               | 0                                       | 0                                                         | Not Applicable                                                    |
| (other than shareholders)                         |                                                                                                              |                                         |                                                           |                                                                                              |                                         |                                                           |                                                                   |
| Shareholders                                      | Yes                                                                                                          | 0                                       | 0                                                         | Not Applicable                                                                               | 0                                       | 0                                                         | Not Applicable                                                    |
| Employees and workers                             | Yes                                                                                                          | 0                                       | 0                                                         | Not Applicable                                                                               | 0                                       | 0                                                         | Not Applicable                                                    |
| Customers                                         | Yes                                                                                                          | 387                                     | 16                                                        | There are still 16 open complaints (delivery issues) against which credit note to be issued. | 311                                     | 53                                                        | There are still 4 open complaints that will be addressed promptly |

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)                                                                                                                                                                                          | FY2025-26                               |                                                           |                | FY2024-25                               |                                                           |                |
|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------|----------------|-----------------------------------------|-----------------------------------------------------------|----------------|
|                                                   |                                                                                                                                                                                                                                                                                                       | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks        | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks        |
| Value Chain Partners                              | Yes <a href="https://www.apollopipes.com/assets/front/media/product/Whistle%20Blower%20or%20Vigil%20Mechanism%20Policy%20of%20Apollo%20Pipes%20Ltd.pdf">https://www.apollopipes.com/assets/front/media/product/Whistle%20Blower%20or%20Vigil%20Mechanism%20Policy%20of%20Apollo%20Pipes%20Ltd.pdf</a> | 0                                       | 0                                                         | Not Applicable | 0                                       | 0                                                         | Not Applicable |
| Other (please specify)                            |                                                                                                                                                                                                                                                                                                       |                                         |                                                           | Not Applicable |                                         |                                                           |                |

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

| Material issue identified        | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                   | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                    | Financial implications of the risk or opportunity (Indicate positive or negative implications)                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customer Relationship Management | Opportunity                                | <b>Opportunity</b><br>Seizing the Opportunity: By prioritizing customer preferences, we can adeptly cultivate loyalty and enhance customer retention rates. Our engagement in customer satisfaction surveys allows us to gather feedback and glean invaluable insights from our esteemed clientele | Not Applicable                                                                                                                                                                                                                                                                                                    | <b>Positive</b><br>Customer satisfaction plays a significant role in fostering customer loyalty, leading to repeat purchases and potentially increased spending over time. This, in turn, contributes to higher sales volumes and supports sustainable revenue growth. Additionally, maintaining a clear competitive advantage by differentiating our products and offering compelling value propositions is essential for influencing customer preference and strengthening our position in the market." |
| Code of Conduct                  | Risk                                       | <b>Risk</b><br>Failing to adhere to business processes and regulatory requirements poses a significant risk, potentially harming both the company's reputation and the welfare of its employees.                                                                                                   | The company's employees and value chain partners are thoroughly briefed on the code of conduct, with regular checks conducted to ensure compliance. The Vigilance Committee at Apollo Pipes consistently monitors and resolves all matters related to ethics and compliance, in accordance with various policies. | <b>Negative</b><br>This can have a significant adverse impact on the organization's reputation within the industry and among its stakeholders, potentially resulting in a loss of trust, diminished credibility, and financial repercussions.                                                                                                                                                                                                                                                             |

| Material issue identified      | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                                                                                       | In case of risk, approach to adapt or mitigate                                                                                                       | Financial implications of the risk or opportunity (Indicate positive or negative implications)                                                                                                                                                                                                                     |
|--------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Investment in New Technologies | Opportunity                                | <b>Opportunity</b><br>Allocation of resources towards green technologies offers numerous benefits, including market expansion, cost savings, regulatory compliance, and an improved brand reputation                                                                                                                                                                                                                   | Not Applicable                                                                                                                                       | <b>Positive</b><br>Maintaining a competitive advantage enables the organization to strengthen its market position and supports sustainable long-term growth and success.                                                                                                                                           |
| Energy Management              | Opportunity                                | <b>Opportunity</b><br>Strategies for energy conservation frequently entail improving the efficiency of processes, equipment, and systems.                                                                                                                                                                                                                                                                              | Not Applicable                                                                                                                                       | <b>Positive</b><br>Reduced utility costs and operational expenditures contribute to improved financial performance and profitability. Furthermore, enhanced productivity, reduced downtime, and streamlined operational processes support greater organizational efficiency and overall operational effectiveness. |
| Waste Management               | Opportunity                                | <b>Opportunity</b><br>Through recycling and reusing plastic waste, businesses can efficiently decrease both waste disposal costs and expenses linked with acquiring new raw materials.                                                                                                                                                                                                                                 | Not Applicable                                                                                                                                       | <b>Positive</b><br>Promoting recycling initiatives can enhance resource efficiency and support the sustainable use of materials, leading to long-term economic and environmental benefits for the organization.                                                                                                    |
| Water Management               | Risk / Opportunity                         | <b>Risk</b><br>Inadequate water supply or fluctuations in availability can have a significant impact on production schedules, resulting in delays, downtime, or decreased productivity.<br><b>Opportunity</b><br>Adopting water conservation techniques can result in significant cost savings by diminishing water usage and related expenses, including those associated with water supply and wastewater treatment. | Apollo Pipes endeavors to adopt zero-waste water discharge practices. The goal of Apollo Pipes is to establish facilities with zero water discharge. | <b>Positive</b><br>Enacting cost-saving measures for the long term can lead to enhanced financial performance.<br><b>Negative</b><br>Penalties and fines could be enforced for failure to comply with water pollution regulations.                                                                                 |

| Material issue identified                      | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|------------------------------------------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| Human Rights and Diversity & Equal Opportunity | Risk                                       | <p><b>1. Legal and Regulatory Compliance:</b><br/>Failure to uphold human rights, diversity, and equal opportunity principles can result in legal action, fines, and reputational damage.</p> <p><b>2. Reputation Damage:</b><br/>Violations of human rights or lack of diversity and equal opportunity can lead to negative publicity, harming the company's reputation and brand image.</p> <p><b>3. Employee Relations:</b><br/>Discrimination or lack of diversity and equal opportunity can lead to employee dissatisfaction, low morale, and higher turnover rates.</p> | <p>1. Develop and implement policies that promote human rights, diversity, and equal opportunity in the workplace.</p> <p>2. Raise awareness about the importance of human rights and their impact on the organization.</p> <p>3. Implement diversity recruitment strategies to attract a diverse pool of candidates.</p> <p>4. Implement monitoring mechanisms to track progress on human rights, diversity, and equal opportunity goals. Additionally, by becoming a UNGC signatory, Apollo has strengthened its commitment to upholding human rights.</p> | Negative                                                                                       |

## Section B: Management and process disclosures

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC principles and core elements. These are briefly as under:

|                                                                                     |                                                                                                                                                 |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <b>P1</b>   Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable        |
|    | <b>P2</b>   Businesses should provide goods and services in a manner that is sustainable and safe                                               |
|    | <b>P3</b>   Businesses should respect and promote the well-being of all employees, including those in their value chains                        |
|    | <b>P4</b>   Businesses should respect the interests of and be responsive to all its stakeholders                                                |
|    | <b>P5</b>   Businesses should respect and promote human rights                                                                                  |
|   | <b>P6</b>   Businesses should respect and make efforts to protect and restore the environment                                                   |
|  | <b>P7</b>   Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent |
|  | <b>P8</b>   Businesses should promote inclusive growth and equitable development                                                                |
|  | <b>P9</b>   Businesses should engage with and provide value to their consumers in a responsible manner                                          |

### Principle P1:

#### Transparency & Accountability

- Code of Conduct of Board and Senior Management Personnel
- Vigil Mechanism / Whistle Blower Policy
- Related Party Transactions Policy
- Policy on Determination of Material Subsidiary
- Disclosure of Policy for Determination of Materiality of Events/Information

### Principle P2:

#### Product Responsibility

- Quality, safety & sustainability sourcing approach: 60% of suppliers follow SA8000 / ISO 45001
- Sustainable packaging practices (segregation & recycling at warehouses)

### Principle P3:

#### Transparency & Accountability

- Prevention of Sexual Harassment Policy with Internal Committee
- Comprehensive Health, Accident, Maternity / Paternity Benefits & Insurance

### Principle P4:

## Stakeholder Engagement

- Stakeholder Grievance Redressal via Whistle blower and dedicated email contacts
- Boardlevel Committees: Audit, Nomination, CSR, Risk, Stakeholder Relationship

### Principle P5:

## Human Rights

- 100% training on human rights across employees and workers
- Equal Opportunity Policy embedded in recruitment and contracts)

### Principle P6:

## Environment Principle

- Waste management: plastic segregation, hydraulic baling machines at 71+ sites
- Green initiative for digital reporting to reduce paper usage

### Principle P7:

## Policy Advocacy

- Risk Management Committee and documented
- Business Continuity Plan for structured governance and transparency

### Principle P8:

## Inclusive Growth

- CSR Committee formed April 2024 to channel ethics and social inclusion
- Policy encourages diversity & recruitment of women in senior roles
- Corporate Social Responsibility (CSR) Policy
- Dividend Distribution Policy

### Principle P9:

## Customer Value

- Document Retention and Archival Policy
- Customer-friendly grievance channels with dedicated contact email
- Robust product safety & brand assurance through vetted suppliers

## Policy and Management processes

[illegible]

## Governance, leadership, and oversight

|   | Subject for Review                                                                                              | a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee |    |    |    |    |    |    |    |    |
|---|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|   |                                                                                                                 | P1                                                                                                  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| 1 | Performance against above policies and follow up action                                                         | Yes, the review is conducted by the relevant Committees of the Board for each principle             |    |    |    |    |    |    |    |    |
| 2 | Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Yes, the review is conducted by the relevant Committees of the Board for each principle             |    |    |    |    |    |    |    |    |

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

|    |                                                                                                                                                                  | P1                                                                                                                                                                                                                                                                                                                                                                                                                       | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| 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. | External evaluation has not been undertaken during the reporting period. However, the Company's processes and compliance frameworks are subject to periodic review by internal auditors and relevant regulatory authorities, wherever applicable. Further, all policies are regularly reviewed and updated by the respective department heads and business leaders, and are approved by the Management and/or the Board. |    |    |    |    |    |    |    |    |

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

[illegible]

## Section C: Principle-wise performance disclosure

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

### Principle

1

**Business 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

| S. No. | Segment                           | Total number of training & awareness programmes held | Topics / principles covered under the training                                                                                                                                                                                                               | % Of persons in respective category covered by the awareness programmes |
|--------|-----------------------------------|------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| 1      | Board of Directors                | 1                                                    | Health & safety, Code of Conduct, Cyber-security, POSH                                                                                                                                                                                                       | 100%                                                                    |
| 2      | Key Managerial Personnel          | 1                                                    | First Aid, Mockdrill, Safety, Process Control, Policy & Procedures, Machinery Maintenance                                                                                                                                                                    | 100%                                                                    |
| 3      | Employees other than BOD and KMPs | 74                                                   | First Aid, Mockdrill, Safety, Process Control, Policy & Procedures, Machinery Maintenance, ISO Corrective Action, MS Excel (Basic) & MS Excel (Advance), 7QC KAIZEN Fire & Safety, 5S, FIRST AID, Health & safety, Skill upgradation, HIRA                   | 100%                                                                    |
| 4      | Workers                           | 31                                                   | First Aid, Mockdrill, Safety, Process Control, Policy & Procedures, Machinery Maintenance, CBWE, Fire and Safety, 5S, FIRST AID, SMED, Poke Yoke, Planned Maintenance, Autonomous Maintenance, Health & safety, Skill upgradation, HIRA, Planned Maintenance | 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, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

| Monetary        |                 |                                                                     |               |                   |                                         |
|-----------------|-----------------|---------------------------------------------------------------------|---------------|-------------------|-----------------------------------------|
| Segment         | 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    | Not Applicable  | Not Applicable                                                      | 0             | Not Applicable    | Not Applicable                          |
| Settlement      | Not Applicable  | Not Applicable                                                      | 0             | Not Applicable    | Not Applicable                          |
| Compounding fee | Not Applicable  | Not Applicable                                                      | 0             | Not Applicable    | Not Applicable                          |

| Non-Monetary |                 |                                                                     |                   |                                         |
|--------------|-----------------|---------------------------------------------------------------------|-------------------|-----------------------------------------|
| Segment      | NGRBC Principle | Name of the regulatory/ enforcement agencies/ Judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/ No) |
| Imprisonment | Not Applicable  | Not Applicable                                                      | Not Applicable    | Not Applicable                          |
| Punishment   | Not Applicable  | Not Applicable                                                      | Not Applicable    | Not Applicable                          |

**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 |
|----------------|---------------------------------------------------------------------|
| Not Applicable |                                                                     |

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

At Apollo Pipes, the Company maintains a zero-tolerance approach towards bribery and corruption across all its operations. It has established and implements an Anti-Bribery and Anti-Corruption Policy, reflecting its commitment to ethical business conduct, integrity, and transparency. The Company endeavours to foster a culture of accountability and fairness, ensuring that all dealings with stakeholders are conducted in an ethical manner. This framework enables employees, customers, and business partners to rely on the Company's adherence to the highest standards of governance, free from any form of bribery or corrupt practices.

For further details, please refer to the Company's Anti-Bribery and Anti-Corruption Policy.

[www.apollopipes.com/assets/front/media/product/Anti-Bribery%20Policy%20of%20Apollo%20Pipes%20Ltd..pdf](http://www.apollopipes.com/assets/front/media/product/Anti-Bribery%20Policy%20of%20Apollo%20Pipes%20Ltd..pdf)

**5. No of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption.**

|   | Segment                  | FY2025-26 | FY2024-25 |
|---|--------------------------|-----------|-----------|
| 1 | Directors                | 0         | 0         |
| 2 | Key Managerial Personnel | 0         | 0         |
| 3 | Employee                 | 0         | 0         |
| 4 | Workers                  | 0         | 0         |

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

|   | Segment                                                                                      | FY2025-26 |         | FY2024-25 |         |
|---|----------------------------------------------------------------------------------------------|-----------|---------|-----------|---------|
|   |                                                                                              | Number    | Remarks | Number    | Remarks |
| 1 | Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0         | 0       | 0         | 0       |
| 2 | Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | 0         | 0       | 0         | 0       |

**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.**

There were zero cases of corruption and conflict of interest. Hence, this question is not applicable

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

| Segment                             | FY2025-26 | FY2024-25 |
|-------------------------------------|-----------|-----------|
| Number of days of accounts payables | 53        | 50        |

## 9. Open-ness of business

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

| Parameter                  | Metrics                                                                                  | FY2025-26 | FY2024-25 |
|----------------------------|------------------------------------------------------------------------------------------|-----------|-----------|
| Concentration of Purchases | a) Purchases from trading houses as % of total purchases                                 | 49.56%    | 59%       |
|                            | b) Number of trading houses where purchases are made from                                | 180       | 210       |
|                            | c) Purchases from top 10 trading houses as % of total purchases from trading houses      | 30.26%    | 36.40%    |
| Concentration of Sales     | a) Sales to dealers / distributors as % of total sales                                   | 83.95%    | 79.52%    |
|                            | b) Number of dealers / distributors to whom sales are made                               | 705       | 745       |
|                            | c) Sales of top 10 dealers / distributors as % of total sales to dealers / distributors  | 27.27%    | 21.21%    |
| Share of RPTs in           | a) Purchases (Purchases with related parties / Total Purchases)                          | 0.8%      | 0.026%    |
|                            | b) Sales (Sales to related parties / Total Sales)                                        | 3.34%     | 0.018%    |
|                            | c) Loans & advances (Loans & advances given to related parties / Total loans & advances) | 0%        | 0%        |
|                            | d) Investments in related parties / Total Investments made)                              | 98.60%    | 68.46%    |

## LEADERSHIP INDICATORS

### 1. Awareness to 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                                | % of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|-------------------------------------------|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| 14                                        | Product Awareness, New product enquiries<br>Improvements in existing products | 78%                                                                                                             |

### 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.

Apollo Pipes has instituted adequate systems and controls to identify, prevent, and manage conflicts of interest involving members of the Board and senior management. Directors and Executives are expected to exercise due care to avoid situations that may result in actual or potential conflicts with the interests of the Company. In case any such conflict arises, they are required to make timely and complete disclosures of all relevant facts to the Chairman or Managing Director and seek prior approval, in accordance with the Company's governance policies. Full disclosures are required under the following circumstances:

- When a director or Executive's actions or interests compromise their ability to perform their duties objectively and effectively.
- In cases where inappropriate personal benefits are received by a family member because one's position in the Company.
- Any external business activities that impede an individual's capacity to dedicate sufficient time and attention to their responsibilities within the Company.
- Possession of a significant ownership stake in a supplier, customer, or competitor of the Company.
- Any consulting or employment engagements with entities connected to the Company's suppliers, customers, business associates, or competitors

## 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.**

| S. No. | Segment | FY2025-26 | FY2024-25 | Details of improvements in environmental and social impacts |
|--------|---------|-----------|-----------|-------------------------------------------------------------|
| 1      | R&D     | 00        | 00        | Not measured separately                                     |
| 2      | Capex   | 00        | 00        |                                                             |

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

The Company's current sourcing practices primarily focus on ensuring quality, reliability, and compliance with applicable standards. However, the Company acknowledges the growing importance of sustainable sourcing and is in the process of evaluating opportunities to integrate environmental and social considerations into its procurement framework. It remains committed to strengthening its sourcing procedures by developing and implementing appropriate sustainability-focused measures in the near future

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

Not Applicable

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

|                                | FY2025-26                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Plastics (including packaging) | The Company has established arrangements with authorised agencies across its locations to facilitate the collection, recycling, reuse, and environmentally sound disposal of such materials. In compliance with the Plastic Waste Management (PWM) Rules and as part of our Extended Producer Responsibility (EPR) mandate, Apollo Pipes has institutionalized a comprehensive waste management framework. Our strategy focuses on achieving circularity through four key pillars: the establishment of scalable collection infrastructure, targeted stakeholder awareness initiatives, strategic collaborations with accredited Waste Management Agencies (WMAs), and a rigorous internal audit mechanism to ensure reporting transparency and regulatory alignment. |
| E-Waste                        | Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Hazardous Waste                | Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 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, In compliance with the Plastic Waste Management (PWM) Rules and as part of our Extended Producer Responsibility (EPR) mandate, Apollo Pipes has institutionalized a comprehensive waste management framework. Our strategy focuses on achieving circularity through four key pillars: the establishment of scalable collection infrastructure, targeted stakeholder awareness initiatives, strategic collaborations with accredited Waste Management Agencies (WMAs), and a rigorous internal audit mechanism to ensure reporting transparency and regulatory alignment.

## LEADERSHIP INDICATORS

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

| NIC Code       | Name of Product/Service | % Of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------------|-------------------------|---------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------------------------------------|
| Not Applicable |                         |                                 |                                                                          |                                                           |                                                                              |

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

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

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

| Indicate input material | Recycled or re-used input material to total material |           |
|-------------------------|------------------------------------------------------|-----------|
|                         | FY2025-26                                            | FY2024-25 |
| Not Applicable          |                                                      |           |

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:

|                                | FY2025-26 |          |                 | FY2024-25 |          |                 |
|--------------------------------|-----------|----------|-----------------|-----------|----------|-----------------|
|                                | Re-Used   | Recycled | Safely Disposed | Re-Used   | Recycled | Safely Disposed |
| Plastics (including packaging) | 3866      | 636.12   | -               | 3837      | 857      | -               |
| E-waste                        | -         | 0.11     | -               | -         | -        | -               |
| Hazardous waste                | -         | 2.80     | -               | -         | 4        | -               |
| Other Waste                    | -         | 603      | -               | -         | 546      | -               |

**Note:** For this reporting year, a more precise method of categorizing waste was implemented leading to more accurate data available.

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 |
|---------------------------|-----------------------------------------------------------------------------------------------------|
| Not Applicable            |                                                                                                     |

## Principle

3

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

## ESSENTIAL INDICATORS

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

| Category                       | % Of employees covered by |                  |            |                    |            |                    |            |                    |            |                     |            |
|--------------------------------|---------------------------|------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|---------------------|------------|
|                                | Total<br>(A)              | Health Insurance |            | Accident Insurance |            | Maternity Benefits |            | Paternity Benefits |            | Day Care facilities |            |
|                                |                           | Number<br>(B)    | %<br>(B/A) | Number<br>(C)      | %<br>(C/A) | Number<br>(D)      | %<br>(D/A) | Number<br>(E)      | %<br>(E/A) | Number<br>(F)       | %<br>(F/A) |
| Permanent Employees            |                           |                  |            |                    |            |                    |            |                    |            |                     |            |
| Male                           | 397                       | 345              | 87%        | 0                  | 0          | 0                  | 0          | 0                  | 0          | 0                   | 0          |
| Female                         | 14                        | 14               | 100%       | 0                  | 0          | 14                 | 100%       | 0                  | 0          | 0                   | 0          |
| Total                          | 411                       | 359              | 87%        | 0                  | 0          | 14                 | 3.4%       | 0                  | 0          | 0                   | 0          |
| Other than Permanent Employees |                           |                  |            |                    |            |                    |            |                    |            |                     |            |
| Male                           | -                         | -                | -          | -                  | -          | -                  | -          | -                  | -          | -                   | -          |
| Female                         | -                         | -                | -          | -                  | -          | -                  | -          | -                  | -          | -                   | -          |
| Total                          | -                         | -                | -          | -                  | -          | -                  | -          | -                  | -          | -                   | -          |

**Note:** One male employee has voluntarily opted out of the health insurance coverage provide by Apollo Pipes.

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

| Category                     | % Of employees covered by |                  |            |                    |            |                    |            |                    |            |                     |            |
|------------------------------|---------------------------|------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|---------------------|------------|
|                              | Total<br>(A)              | Health Insurance |            | Accident Insurance |            | Maternity Benefits |            | Paternity Benefits |            | Day Care facilities |            |
|                              |                           | Number<br>(B)    | %<br>(B/A) | Number<br>(C)      | %<br>(C/A) | Number<br>(D)      | %<br>(D/A) | Number<br>(E)      | %<br>(E/A) | Number<br>(F)       | %<br>(F/A) |
| Permanent Workers            |                           |                  |            |                    |            |                    |            |                    |            |                     |            |
| Male                         | 307                       | 146              | 48%        | 0                  | 0          | 0                  | 0          | 0                  | 0          | 0                   | 0          |
| Female                       | 1                         | 0                | 0          | 0                  | 0          | 1                  | 100%       | 0                  | 0          | 0                   | 0          |
| Total                        | 308                       | 146              | 48%        | 0                  | 0          | 1                  | 0.4%       | 0                  | 0          | 0                   | 0          |
| Other than permanent workers |                           |                  |            |                    |            |                    |            |                    |            |                     |            |
| Male                         | 89                        | 0                | 0          | 0                  | 0          | 0                  | 0          | 0                  | 0          | 0                   | 0          |
| Female                       | 0                         | 0                | 0          | 0                  | 0          | 0                  | 0          | 0                  | 0          | 0                   | 0          |
| Total                        | 89                        | 0                | 0          | 0                  | 0          | 0                  | 0          | 0                  | 0          | 0                   | 0          |

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

|                                                                             | FY2025-26                                                                                                                                                                                                                                                                                                                                     | FY2024-25 |
|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Cost incurred on well-being measures as a % of total revenue of the company | Apollo Pipes conducts periodic health check-ups for its employees and workers as part of its occupational health and safety initiatives. These medical examinations are provided free of cost and are organized at Company facilities in collaboration with empanelled local hospitals, ensuring timely health assessment and preventive care |           |

## 2. Details of retirement benefits for Current and Previous FY

|   | Benefits | FY2025-26                                          |                                                |                                                      | FY2024-25                                          |                                                |                                                      |
|---|----------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
|   |          | 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       | 92%                                                | 98%                                            | Yes                                                  | 90%                                                | 98%                                            | Yes                                                  |
| 2 | Gratuity | 15%                                                | 28%                                            | Yes                                                  | 23%                                                | 80%                                            | Yes                                                  |
| 3 | ESI      | 3%                                                 | 52%                                            | Yes                                                  | 8%                                                 | 65%                                            | Yes                                                  |

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

Apollo Pipes is committed to promoting an inclusive and equitable workplace, ensuring equal opportunities for all employees, including persons with disabilities. The Company has taken necessary measures to make its premises accessible and barrier-free, and provides appropriate assistive facilities such as ramps, wheelchairs, and other mobility aids. These initiatives reflect the Company's focus on creating a supportive and inclusive work environment.

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

Apollo Pipes is committed to providing equal opportunities and maintaining a workplace free from discrimination. The Company promotes a culture of diversity and inclusion, recognising and valuing the varied skills, experiences, and perspectives of its workforce. All employment practices, including recruitment, promotion, and career development, are based on merit, ensuring fair and equitable opportunities for all employees. Further, the Company's Business Responsibility Policy duly incorporates provisions safeguarding the rights of persons with disabilities.

For more information please refer to our Diversity & Inclusion (Equal Opportunity) Policy:

<https://www.apollopipes.com/assets/front/media/product/Policy%20on%20Diversity%20and%20Inclusion%20of%20Apollo%20Pipes%20Ltd%2004112023.pdf>

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

| Gender       | Permanent Employees     |                       | Permanent Workers       |                       |
|--------------|-------------------------|-----------------------|-------------------------|-----------------------|
|              | Return to work Rate (%) | Retention Rate (%)    | Return to work Rate (%) | Retention Rate (%)    |
| Male         | Not Applicable          | Not Applicable        | Not Applicable          | Not Applicable        |
| Female       | Not Applicable          | Not Applicable        | Not Applicable          | Not Applicable        |
| <b>Total</b> | <b>Not Applicable</b>   | <b>Not Applicable</b> | <b>Not Applicable</b>   | <b>Not Applicable</b> |

None of the employees taken parental leave.

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

|                                  | Yes/No (If yes, then give details of the mechanism in brief)                                                                                                                                                                                                                                                                                             |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 Permanent workers              | Apollo Pipes has a structured Employee Grievance Redressal Mechanism. Employees and workers may raise grievances through their Reporting Manager, Department Head, or HR Department, with a defined escalation process for timely and fair resolution. Complaints related to workplace sexual harassment are addressed separately under the POSH Policy. |
| 2 Other than Permanent Workers   |                                                                                                                                                                                                                                                                                                                                                          |
| 3 Permanent Employees            |                                                                                                                                                                                                                                                                                                                                                          |
| 4 Other than Permanent Employees |                                                                                                                                                                                                                                                                                                                                                          |

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

| Category                         | FY2025-26                                            |                                                                                                |           | FY2024-25                                            |                                                                                                |           |
|----------------------------------|------------------------------------------------------|------------------------------------------------------------------------------------------------|-----------|------------------------------------------------------|------------------------------------------------------------------------------------------------|-----------|
|                                  | 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) |
| <b>Total Permanent Employees</b> |                                                      |                                                                                                |           |                                                      |                                                                                                |           |
| Male                             | 397                                                  | 0                                                                                              | 0%        | 361                                                  | 0                                                                                              | 0%        |
| Female                           | 14                                                   | 0                                                                                              | 0%        | 10                                                   | 0                                                                                              | 0%        |
| <b>Total Permanent Workers</b>   |                                                      |                                                                                                |           |                                                      |                                                                                                |           |
| Male                             | 307                                                  | 0                                                                                              | 0%        | 254                                                  | 0                                                                                              | 0%        |
| Female                           | 1                                                    | 0                                                                                              | 0%        | 1                                                    | 0                                                                                              | 0%        |

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

| Category  | FY2025-26    |                                  |         |                         |         | FY2024-25    |                                  |         |                         |         |
|-----------|--------------|----------------------------------|---------|-------------------------|---------|--------------|----------------------------------|---------|-------------------------|---------|
|           | Total<br>(A) | On Health and<br>safety measures |         | On Skill<br>upgradation |         | Total<br>(D) | On Health and<br>safety measures |         | On Skill<br>upgradation |         |
|           |              | No (B)                           | % (B/A) | No (C)                  | % (C/A) |              | No (E)                           | % (E/D) | No (F)                  | % (F/D) |
| Employees |              |                                  |         |                         |         |              |                                  |         |                         |         |
| Male      | 397          | 397                              | 100%    | 176                     | 44%     | 361          | 343                              | 95%     | 163                     | 45%     |
| Female    | 14           | 14                               | 100%    | 14                      | 100%    | 10           | 10                               | 100%    | 0                       | 0       |
| Total     | 411          | 411                              | 100%    | 190                     | 46%     | 371          | 343                              | 92.5%   | 163                     | 43.9%   |
| Workers   |              |                                  |         |                         |         |              |                                  |         |                         |         |
| Male      | 396          | 396                              | 100%    | 276                     | 69%     | 254          | 254                              | 100%    | 164                     | 65%     |
| Female    | 1            | 1                                | 100%    | 0                       | 0       | 1            | 1                                | 100%    | 0                       | 0       |
| Total     | 397          | 397                              | 100%    | 276                     | 69%     | 255          | 255                              | 100%    | 164                     | 64.3%   |

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

| Category         | FY 2025-26 |            |            | FY 2024-25 |            |            |
|------------------|------------|------------|------------|------------|------------|------------|
|                  | Total (A)  | No (B)     | % (B/A)    | Total (C)  | No (D)     | % (D/C)    |
| <b>Employees</b> |            |            |            |            |            |            |
| Male             | 397        | 261        | 66%        | 361        | 332        | 92%        |
| Female           | 14         | 8          | 57%        | 10         | 10         | 100%       |
| <b>Total</b>     | <b>411</b> | <b>261</b> | <b>64%</b> | <b>371</b> | <b>342</b> | <b>92%</b> |
| <b>Workers</b>   |            |            |            |            |            |            |
| Male             | 307        | 247        | 80%        | 254        | 251        | 99%        |
| Female           | 1          | 1          | 100%       | 1          | 1          | 100%       |
| <b>Total</b>     | <b>308</b> | <b>248</b> | <b>81%</b> | <b>255</b> | <b>252</b> | <b>99%</b> |

## 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?

The Company recognises the importance of maintaining a healthy and safe workforce and places strong emphasis on employee well-being. A comprehensive occupational health and safety framework has been implemented across all its locations. All facilities are equipped with necessary safety infrastructure, including fire detection and firefighting systems, clearly defined evacuation routes, designated assembly points, and emergency response procedures. In addition, regular safety training and awareness programmes are conducted to promote a culture of safety across the organisation.

### 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 undertaken a comprehensive Hazard Identification and Risk Assessment (HIRA) to identify and evaluate risks associated with work-related activities, including both routine and non-routine operations. Based on the assessment of risk severity, appropriate mitigation measures are implemented, such as engineering controls, administrative controls, and the provision and use of personal protective equipment (PPE), along with other relevant safety practices. These measures are aimed at minimising workplace hazards and ensuring a safe working environment.

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

Yes, the Company has established procedures for employees to report work-related risks and to remove themselves from such hazards when necessary. Several processes facilitate workers in reporting work-related hazards, including:

- Participation in safety committee meetings.
- Engagement in daily shop floor meetings.
- Interacting with plant supervisors during their regular rounds on the shop floor.
- Authorization for workers to halt machine operations and report any observed work-related hazards to their immediate supervisors.

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

Yes, Apollo Pipes is committed to supporting the overall well-being of its employees by addressing their healthcare needs alongside compensation and benefits. The Company facilitates access to non-occupational medical and healthcare services through periodic medical camps organised at its locations, involving qualified healthcare professionals who provide health check-ups, consultations (including virtual consultations), and health awareness sessions. Additionally, all eligible employees and their dependents are covered under medical insurance schemes or the Employee State Insurance (ESI), ensuring adequate health protection

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

|   | Safety Incident/Number                                                        | Category  | FY2025-26 | FY2024-25 |
|---|-------------------------------------------------------------------------------|-----------|-----------|-----------|
| 1 | Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 4         | 4         |
|   |                                                                               | Workers   | 12        | 15        |
| 2 | Total recordable work-related injuries                                        | Employees | 0         | 5         |
|   |                                                                               | Workers   | 25        | 28        |
| 3 | No. of fatalities                                                             | Employees | 0         | 0         |
|   |                                                                               | Workers   | 0         | 0         |
| 4 | High consequence work-related injury or ill-health (excluding fatalities)     | Employees | 0         | 0         |
|   |                                                                               | Workers   | 0         | 0         |

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

An Internal Safety Committee, consisting of one safety in-charge and four supporting members from various departments, conducts safety and health inspections at all Apollo Pipes premises. The responsibilities of the Internal Safety Committee include:

- Conducting daily safety rounds throughout the company.
- Documenting all unsafe conditions observed.
- Providing regular in-house safety training and awareness programs for all employees.
- Planning and executing mock drills at regular intervals.
- Regularly inspecting all firefighting equipment.
- Holding weekly meetings with unit heads to review the safety standards of the unit.

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

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

#### 14. Assessments for the year

|                             | % Of your plants and offices that were assessed<br>(by entity or statutory authorities or third parties)                                                                                              |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Health and safety practices | All our processes are fully aligned with ISO 45001 requirements. We also actively seek feedback from our employees and workers on working conditions, making improvements based on their suggestions. |
| Working Conditions          |                                                                                                                                                                                                       |

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

Regular safety training is conducted at all our locations, focusing on shop floor machine handling and safety 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)?

Employees: Yes

Workers: No

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

The Company ensures that its agreements with value chain partners incorporate provisions mandating the timely deduction and deposit of applicable statutory dues. Compliance with these requirements is regularly monitored by the Company to ensure adherence and uphold statutory obligations across the value chain.

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

|           | Total no. of affected employees/ workers |           | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |           |
|-----------|------------------------------------------|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
|           | FY2025-26                                | FY2024-25 | FY2025-26                                                                                                                                         | FY2024-25 |
| Employees | 1                                        | 0         | 1                                                                                                                                                 | 0         |
| Workers   | 0                                        | 0         | 0                                                                                                                                                 | 0         |

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

Yes, the entity provides transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

#### 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 | Apollo Pipes ensures that its value chain partners are compliant with the company's policies on Health & Safety and Human Rights. Furthermore, the company seeks periodic compliance checks from its suppliers. |
| Working Conditions          |                                                                                                                                                                                                                 |

#### 6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

All our value chain partners are compliant with regulatory requirements and uphold strong compliance with Apollo Pipes' policies. In FY2025-26, there were no significant risks identified, arising from health & safety or working conditions practices within our value chain.

## 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 undertook a materiality assessment to identify key ESG issues by engaging both internal and external stakeholders through structured online and offline surveys. Internal stakeholders included employees and workers, while external stakeholders comprised investors, shareholders, suppliers/business partners, customers, and dealers. The insights gathered were used to prioritise material topics and guide decision-making. Additionally, the Company identifies and engages with community groups for the effective implementation of its CSR initiatives, aimed at promoting inclusive growth and community well-being.

**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                                                                                                                                                                                   |
|-------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Community                           | Yes                                                             | i. CSR initiatives<br>ii. Volunteering initiatives                                                                                                      | Continuous                                                                           | Responsible corporate citizenship entails designing and implementing Corporate Social Responsibility (CSR) initiatives in collaboration with local communities, ensuring that projects are aligned with their specific needs and contribute to sustainable social development.    |
| Customers/ Dealers                  | No                                                              | i. Engagement through website, social media, instore promotions<br>ii. Brand campaigns conducted regularly, during festive seasons and sales promotions | Continuous                                                                           | End consumers are key stakeholders whose satisfaction and positive experience are integral to the organization's success, as they directly influence customer loyalty, market reputation, and long-term business growth.                                                          |
| Employees                           | No                                                              | i. E-mail<br>ii. Intranet portal<br>iii. Newsletters<br>iv. Employee engagement activities and Surveys<br>v. Rewards and recognitions                   | Continuous                                                                           | Employees are among the organization's most valuable assets and are essential to its long-term success. Their skills, commitment, and contributions play a critical role in enhancing organizational competitiveness and strengthening the company's position as a market leader. |
| Government & Regulatory Authorities | No                                                              | i. Disclosures and filings for compliance reporting<br>ii. Meeting authorities for permissions/ approvals                                               | Audits conducted periodically/ monthly/ quarterly/ annually and on need basis        | Compliance-Tax Payments Policy<br>Advocacy                                                                                                                                                                                                                                        |

| 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                                                                         |
|--------------------------|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Shareholders & Investors | No                                                              | i. Annual General Meeting<br>ii. Investor Relations Web Page<br>iii. Quarterly condensed financial statements<br>iv. Annual Report<br>v. Investor conference calls<br>vi. Television Interviews<br>vii. Press Releases | Quarterly, Half yearly & Annually and as and when required                           | Informing stakeholders about financial results, dividend updates, annual reports, and communicating with physical shareholders regarding dispute resolution mechanisms. |
| Suppliers/ Partners      | No                                                              | i. One to-one meetings<br>ii. Regular operational reviews                                                                                                                                                              | Continuous                                                                           | The company partners with suppliers to uphold smooth business operations through effective and efficient procurement practices                                          |

## LEADERSHIP INDICATORS

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The company regularly engages with its stakeholders to discuss any significant feedback received, which is then communicated to the Board continuously.

- 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, Apollo Pipes maintains continuous engagement with its stakeholders and remains open to incorporating their feedback into its policies and practices. During the reporting period, the Company did not receive any significant or material suggestions from its stakeholders

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

Yes, The Company maintains regular engagement with its stakeholders and remains receptive to incorporating their feedback into its policies and practices. During the reporting period, no material or significant suggestions were received from stakeholders.

## 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)    |
| <b>Employees</b>       |            |                                        |             |            |                                        |            |
| Permanent              | 411        | 411                                    | 100%        | 371        | 243                                    | 66%        |
| Other than permanent   | 0          | 0                                      | 0%          | 0          | 0                                      | 0%         |
| <b>Total employees</b> | <b>411</b> | <b>411</b>                             | <b>100%</b> | <b>371</b> | <b>243</b>                             | <b>66%</b> |
| <b>Workers</b>         |            |                                        |             |            |                                        |            |
| Permanent              | 308        | 308                                    | 100%        | 255        | 213                                    | 63%        |
| Other than permanent   | 89         | 89                                     | 100%        | 83         | 0                                      | 0          |
| <b>Total workers</b>   | <b>397</b> | <b>397</b>                             | <b>100%</b> | <b>338</b> | <b>213</b>                             | <b>63%</b> |

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

| Category             | FY2025-26    |                          |         |                           |         | FY2024-25    |                          |         |                           |         |
|----------------------|--------------|--------------------------|---------|---------------------------|---------|--------------|--------------------------|---------|---------------------------|---------|
|                      | Total<br>(A) | Equal to<br>minimum wage |         | More than<br>minimum wage |         | Total<br>(D) | Equal to<br>minimum wage |         | More than<br>minimum wage |         |
|                      |              | No (B)                   | % (B/A) | No (C)                    | % (C/A) |              | No (E)                   | % (E/D) | No (F)                    | % (F/D) |
| Employees            |              |                          |         |                           |         |              |                          |         |                           |         |
| Permanent            |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | 397          | -                        | -       | 397                       | 100%    | 361          | 5                        | 1%      | 356                       | 99%     |
| Female               | 14           | -                        | -       | 14                        | 100%    | 10           | -                        | -       | 10                        | 100%    |
| Other than permanent |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | -            | -                        | -       | -                         | -       | -            | -                        | -       | -                         | -       |
| Female               | -            | -                        | -       | -                         | -       | -            | -                        | -       | -                         | -       |
| Workers              |              |                          |         |                           |         |              |                          |         |                           |         |
| Permanent            |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | 307          | 28                       | 9%      | 279                       | 91%     | 254          | 107                      | 42.1%   | 147                       | 57.8%   |
| Female               | 1            | 1                        | 100%    | -                         | -       | 1            | 1                        | 100%    | -                         | -       |
| Other than permanent |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | 89           | 38                       | 43%     | 51                        | 89      | 83           | 41                       | 49.4%   | 42                        | 50.6%   |
| Female               | -            | -                        | -       | -                         | -       | -            | -                        | -       | -                         | -       |

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)         | 2      | ₹ 15,080,372                                              | 0      | 0                                                         |
| Key Managerial Personnel         | 2      | ₹ 2,892,245                                               | 0      | 0                                                         |
| Employees other than BoD and KMP | 394    | ₹ 533,044                                                 | 14     | ₹ 508,541                                                 |
| Workers                          | 306    | ₹ 317,931                                                 | 1      | ₹ 218,765                                                 |

Out of 6 directors, only 2 directors are paid

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

|                                                 | FY2025-26 | FY2024-25 |
|-------------------------------------------------|-----------|-----------|
| Gross wages paid to females as % of total wages | 2.63%     | 1.82%     |

**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, we have a committee dedicated to address and resolve human rights issues with appropriate measures.

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

The Company has established a Grievance Redressal mechanism to address concerns and complaints, including those related to human rights, with a focus on timely resolution and corrective action. We have established reporting channels for our employees, customers, suppliers, and other stakeholders to raise concerns or report any actual or potential violations of the company's code of conduct, policies, or laws, including human rights infringements. All reports received through these channels are carefully reviewed, and appropriate actions are taken if violations are confirmed. Throughout the investigation, we ensure protection for both the complainant and the individual against whom the complaint is made.

**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                 | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Discrimination at workplace       | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Child Labour                      | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Forced Labour/ Involuntary Labour | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Wages                             | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Other human rights related issues | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |

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

|                                                                                                                                  | FY2025-26      | FY2024-25      |
|----------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
| Total complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | Nil            | Nil            |
| Complaints on POSH as a % of female employees / workers                                                                          | Nil            | Nil            |
| Complaints on POSH upheld                                                                                                        | Not Applicable | Not Applicable |

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

The Company is committed to protecting employees who raise concerns related to harassment from any form of retaliation. Any act of reprisal is treated as a serious violation and is subject to disciplinary action. The Company also ensures that complainants and witnesses involved in reporting incidents of sexual harassment are safeguarded against victimisation or discrimination. At the same time, appropriate action is taken in cases where the reporting mechanism is misused, including instances of willful or malicious false complaints.

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

Yes, human rights are integrated into the company's commercial agreements and contracts. The company is committed to safeguarding and promoting the human rights of its employees, communities, and all individuals directly or indirectly affected by its commercial activities.

**10. Assessments for the year**

| Section                                                                                                           | % of your plants and offices that were assessed (by entity or statutory authorities or third parties)                                                                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sexual Harassment<br>Discrimination at workplace<br>Child Labour<br>Forced Labour/<br>Involuntary Labour<br>Wages | 100% of our plants were assessed by our internal team and none of our plants were found noncompliant with the company's policies of preventing Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/ Involuntary Labour, and ensuring fair Wages. |

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

100% compliance to applicable laws.

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

At Apollo Pipes, we periodically review and modify our policies to effectively address and resolve human rights related issues.

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

We are planning to conduct human rights due diligence; however, to date, we ensure that no human rights are violated across our business operations.

**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, Apollo Pipes' facilities are equipped with necessary features to enable accessibility for people with disabilities.

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

| Section                                                                                                           | % of value chain partners (by value of business done with such partners) that were assessed                                                                                                |
|-------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sexual Harassment<br>Discrimination at workplace<br>Child Labour<br>Forced Labour/<br>Involuntary Labour<br>Wages | Apollo Pipes ensures that its value chain partners are compliant with the company's policies on Human Rights. Furthermore, the company seeks regular compliance checks from its suppliers. |

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

All of our suppliers are compliant to company policies and uphold human rights.

## Principle

6

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

## ESSENTIAL INDICATORS

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

| Parameter                                                                                                                                                                    | FY2025-26      | FY2024-25      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
| <b>From renewable sources</b>                                                                                                                                                |                |                |
| Total electricity consumption (A) (GJ)                                                                                                                                       | 62,446         | 39,281         |
| Total fuel consumption (B) (GJ)                                                                                                                                              | -              | -              |
| Energy consumption through other sources (c) (GJ)                                                                                                                            | -              | -              |
| <b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>                                                                                                             | <b>62,446</b>  | <b>39,281</b>  |
| <b>From non-renewable sources</b>                                                                                                                                            |                |                |
| Total electricity consumption (D) (GJ)                                                                                                                                       | 116,345        | 85,997         |
| Total fuel consumption (E) (GJ)                                                                                                                                              | 42,089         | 14,371         |
| Energy consumption through other sources (F) (GJ)                                                                                                                            | -              | -              |
| <b>Total energy consumed from non-renewable sources (D+E+F) (GJ)</b>                                                                                                         | <b>158,433</b> | <b>100,368</b> |
| <b>Total energy consumed (A+B+C+D+E+F) (GJ)</b>                                                                                                                              | <b>220,879</b> | <b>139,649</b> |
| <b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations) (GJ/INR Crore)                                                               | 248.89         | 150.86         |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/USD Million) | 513.71         | 311.68         |
| <b>Energy intensity in terms of physical Output</b> (GJ/MT)                                                                                                                  | 2.6            | 1.7            |
| Energy intensity (optional) – the relevant metric may be selected by the entity                                                                                              | -              | -              |

**Note:** The Energy Intensity per Rupee of Turnover figure for FY 2024-25 has been revised due to the conversion of the reporting unit from GJ/INR Lakhs to GJ/INR Crore.

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

No, Our Energy consumption data are not assured by a third party

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

Not Applicable

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

| Parameter                                                                                                       | FY2025-26      | FY2024-25      |
|-----------------------------------------------------------------------------------------------------------------|----------------|----------------|
| <b>Water withdrawal by source (in kiloliters)</b>                                                               |                |                |
| (i) Surface water                                                                                               | 0              | 0              |
| (ii) Groundwater                                                                                                | 93,218         | 129,000        |
| (iii) Third party water                                                                                         | 12,276         | 13,910         |
| (iv) Seawater / desalinated water                                                                               | -              | -              |
| (v) Others                                                                                                      | -              | -              |
| <b>Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)</b>                                 | <b>105,494</b> | <b>142,910</b> |
| <b>Total volume of water consumption (In kiloliters)</b>                                                        | <b>58,022</b>  | <b>70,026</b>  |
| <b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations) (KL/INR Crore) | 65.38          | 154.38         |

| Parameter                                                                                                                                                                     | FY2025-26 | FY2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) (KL/USD Million) | 134.95    | 156       |
| <b>Water intensity in terms of physical Output</b> (KL/MT)                                                                                                                    | 0.7       | 0.8       |
| <b>Water intensity</b> (optional) – the relevant metric may be selected by the entity                                                                                         | -         | -         |

**Note:** The Water Intensity per Rupee of Turnover figure for FY 2024-25 has been revised due to the conversion of the reporting unit from GJ/INR Lakhs to GJ/INR Crore.

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

No, Our water consumption data is not assured by a third party.

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

| Parameter                                                                    | FY2025-26     | FY2024-25     |
|------------------------------------------------------------------------------|---------------|---------------|
| <b>Water discharge by destination and level of treatment (in kiloliters)</b> |               |               |
| (i) To Surface water                                                         |               |               |
| - No treatment                                                               | 0             | 0             |
| - With treatment – please specify level of Treatment                         | 0             | 0             |
| (ii) To Groundwater                                                          |               |               |
| - No treatment                                                               | 0             | 0             |
| - With treatment – please specify level of Treatment                         | 0             | 0             |
| (iii) To Seawater                                                            |               |               |
| - No treatment                                                               | 0             | 0             |
| - With treatment – please specify level of Treatment                         | 0             | 0             |
| (iv) Sent to third parties                                                   |               |               |
| - No treatment                                                               | 0             | 0             |
| - With treatment – please specify level of Treatment                         | 0             | 0             |
| (v) Others                                                                   |               |               |
| - No treatment                                                               | 47,472        | 74,437        |
| - With treatment – please specify level of Treatment                         | 0             | 0             |
| <b>Total water discharged (in kiloliters)</b>                                | <b>47,472</b> | <b>74,437</b> |

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

No, our water consumption is not assured by a third party

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

Currently, Apollo Pipes does not have facilities in place for zero liquid discharge however, we ensure to use water judiciously in our manufacturing operations.

**6. Provide details of air emissions (other than GHG emissions) by the entity, in the following format.**

| Parameter                           | Please specify unit | FY2025-26 | FY2024-25 |
|-------------------------------------|---------------------|-----------|-----------|
| NOx                                 | µg/m3               | 55.2      | 62.6      |
| Sox                                 | µg/m3               | 50.2      | 44.8      |
| Particulate matter (PM)             | µg/m3               | 196.2     | 175.9     |
| Persistent organic pollutants (POP) | -                   | -         | -         |
| Volatile organic compounds (VOC)    | -                   | -         | -         |
| Hazardous air pollutants (HAP)      | -                   | -         | -         |
| Others- please specify              | -                   | -         | -         |

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

No, our air emissions is not assured by third party.

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

| Parameter                                                                                                                                                                                              | Please specify units           | FY2025-26 | FY2024-25 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-----------|-----------|
| <b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                           | tCO <sub>2</sub> e             | 2615      | 769       |
| <b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                           | tCO <sub>2</sub> e             | 22,946    | 17,367    |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)                                                          | tCO <sub>2</sub> e/INR Crore   | 28.80     | 19.59     |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee turnover adjusted for Purchasing Power Parity (PPP)</b> (Total scope 1 and scope 2 GHG emissions / revenue from operations adjusted for PPP) | tCO <sub>2</sub> e/USD Million | 53.37     | 38.76     |
| <b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>                                                                                                                        | tCO <sub>2</sub> e/MT          | 0.3       | 0.22      |
| <b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity                                                                                     | -                              | -         | -         |

**Note:** The Scope 1 and Scope 2 emission Intensity per Rupee of Turnover figure for FY 2024-25 has been revised due to the conversion of the reporting unit from GJ/INR Lakhs to GJ/INR Crore

**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, the assessment of our Scope 1 and Scope 2 emissions data has been done by Sustainability Actions Private Limited.

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

About 28% of our energy consumption comes from renewable sources, primarily solar energy. This choice not only helps reduce our carbon footprint but also reflects our commitment to sustainability and environmental responsibility. By utilizing solar power, we actively contribute to lowering greenhouse gas emissions and promoting a cleaner energy future.

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

| Parameter                                                                                                                                                                   | FY2025-26      | FY2024-25    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------|
| <b>Total Waste generated (in metric tonnes)</b>                                                                                                                             |                |              |
| Plastic waste (A)                                                                                                                                                           | 4503.04        | 4694         |
| E-waste (B)                                                                                                                                                                 | 0.11           | -            |
| Bio-medical waste (C)                                                                                                                                                       | -              | -            |
| Construction and demolition waste (D)                                                                                                                                       | 2.23           | -            |
| Battery waste (E)                                                                                                                                                           | 0.40           | -            |
| Radioactive waste (F)                                                                                                                                                       | -              | -            |
| Other Hazardous waste. Please specify, if any. (G)                                                                                                                          | 2.80           | 4            |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)                                        | 603.34         | 546          |
| <b>Total (A+B + C + D + E + F + G + H)</b>                                                                                                                                  | <b>5112.91</b> | <b>5,244</b> |
| <b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations) (MT/INR Crore)                                                               | 5.76           | 5.66         |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP) (MT/USD Million) | 11.89          | 12.6         |
| <b>Waste intensity in terms of physical output</b> (MT/MT)                                                                                                                  | 0.06           | 0.06         |
| <b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity                                                                                       | -              | -            |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>                              |                |              |
| <b>Category of waste</b>                                                                                                                                                    |                |              |
| (i) Recycled                                                                                                                                                                | 1246.69        | 1,407        |
| (ii) Re-used                                                                                                                                                                | 3866           | 3,837        |
| (iii) Other recovery operations                                                                                                                                             | 0              | 0            |
| <b>Total</b>                                                                                                                                                                | <b>5112.69</b> | <b>5,244</b> |

| Parameter                                                                                                       | FY2025-26 | FY2024-25 |
|-----------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b> |           |           |
| <b>Category of waste</b>                                                                                        |           |           |
| (i) Incineration                                                                                                | 0         | 0         |
| (ii) Landfilling                                                                                                | 0         | 0         |
| (iii) Other disposal operations                                                                                 | 0         | 0         |
| <b>Total</b>                                                                                                    | <b>0</b>  | <b>0</b>  |

**Note:** For this reporting year, a more precise method of categorizing waste was implemented leading to more accurate data available. E-waste and battery waste disposal are typically one-time activities. There was no e-waste or battery waste disposal in FY2025-26.

Waste Intensity per Rupee of Turnover figure for FY 2024-25 has been revised due to the conversion of the reporting unit from GJ/ INR Lakhs to GJ/INR Crore.

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

No, our waste data is not assured by a third party.

**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.**

At our establishments, we prioritize sustainable waste management practices. We implement a comprehensive waste reduction strategy that includes recycling, reusing materials, and minimizing waste generation. Our company actively seeks to reduce the use of hazardous and toxic chemicals by adopting safer alternatives and continuously assessing our product formulations. Additionally, we conduct regular training for our employees on responsible chemical handling and disposal. For any hazardous waste that is generated, we ensure proper segregation and compliance with regulatory requirements, partnering with certified waste management facilities to ensure safe and responsible disposal. Overall, our commitment to sustainability drives our efforts in waste management and chemical safety.

**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, 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 |                                |                    |                                                                                                                                                             |

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| Not Applicable                    |                      |      |                                                             |                                                  |                   |

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

| S. No.         | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken if any |
|----------------|-----------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------|
| Not Applicable |                                                                       |                                       |                                                                                                           |                                |

## LEADERSHIP INDICATORS

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

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

- Name of the area:** In the districts of Sikandrabad, Tumkur and Raipur
- Nature of operations:**
- Water withdrawal, consumption, and discharge in the following format:**

| Parameter                                                                                  | FY2025-26      | FY2024-25*    |
|--------------------------------------------------------------------------------------------|----------------|---------------|
| <b>Water withdrawal by source (in kiloliters)</b>                                          |                |               |
| (i) Surface water                                                                          | 0              | 1,780         |
| (ii) Groundwater                                                                           | 93,218         | 13,910        |
| (iii) Third party water                                                                    | 12,276         | -             |
| (iv) Seawater / desalinated water                                                          | -              | -             |
| (v) Others                                                                                 | -              | -             |
| <b>Total volume of water withdrawal (in kiloliters)</b>                                    | <b>105,494</b> | <b>15,690</b> |
| <b>Total volume of water consumption (in kiloliters)</b>                                   | <b>58,022</b>  | <b>15,136</b> |
| <b>Water intensity per rupee of turnover</b> (Water consumed / turnover)<br>(KI/INR Crore) | 65.38          | 154.38        |
| <b>Water intensity</b> (optional) – the relevant metric may be selected by the entity      | -              | -             |
| <b>Water discharge by destination and level of treatment (in kiloliters)</b>               |                |               |
| (i) Into Surface water                                                                     |                |               |
| - No treatment                                                                             | 0              | 0             |
| - With treatment – please specify level of treatment                                       | 0              | 0             |
| (ii) Into Groundwater                                                                      |                |               |
| - No treatment                                                                             | 0              | 0             |
| - With treatment – please specify level of treatment                                       | 0              | 0             |
| (iii) Into Seawater                                                                        |                |               |
| - No treatment                                                                             | 0              | 0             |
| - With treatment – please specify level of treatment                                       | 0              | 0             |
| (iv) Sent to third parties                                                                 |                |               |
| - No treatment                                                                             | 0              | 0             |
| - With treatment – please specify level of treatment                                       | 0              | 0             |
| (v) Others                                                                                 |                |               |
| - No treatment                                                                             | 47,472         | 74,437        |
| - With treatment – please specify level of treatment                                       | 0              | 0             |
| <b>Total water discharged (in kiloliters)</b>                                              | <b>47,472</b>  | <b>74,437</b> |

**Note:** The Water Intensity per Rupee of Turnover figure for FY 2024-25 has been revised due to the conversion of the reporting unit from GJ/INR Lakhs to GJ/INR Crore.

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

No

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

| Parameter                                                                                                                                                             | Unit                                                 | FY2025-26 | FY2024-25 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-----------|-----------|
| Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent          | -         | 11,088    |
| Total Scope 3 emissions per rupee of turnover                                                                                                                         | Metric tons of CO <sub>2</sub> equivalent/ INR Lakhs | -         | 0.12      |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity                                                                       | -                                                    | -         | -         |

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

No

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

Not Applicable

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, 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 |
|----------------|-----------------------|----------------------------------------------------------------------------------|---------------------------|
| Not Applicable |                       |                                                                                  |                           |

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

Yes, Apollo Pipes has a Business Continuity Plan in place which forms a part of the company's risk management policy. Refer to this link for further details:

[https://www.apollopipes.com/assets/front/media/product/1860375185\\_Risk\\_Management\\_Policy\\_of\\_Apollo\\_Pipes\\_Limited.pdf](https://www.apollopipes.com/assets/front/media/product/1860375185_Risk_Management_Policy_of_Apollo_Pipes_Limited.pdf)

**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

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

Not Applicable

**Principle****7**

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

**ESSENTIAL INDICATORS**

1. a. **Number of affiliations with trade and industry chambers / associations:** Two
- b. **List the top 10 trade and industry chambers / associations (determined based on the total members of such a 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      | Delhi Chamber of Commerce                             | State                                                               |
| 2      | Federation of Indian Chambers of Commerce & Industry  | National                                                            |

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

| Name of Authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
|                   | Nil               |                         |

**LEADERSHIP INDICATORS**

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

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

## Principle

8

Businesses should promote inclusive growth and equitable development.

## ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current FY 24

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|----------------------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| Not Applicable                    |                      |                      |                                                             |                                                  |                   |

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

| S. no          | Name of project for which R&R is ongoing | State | District | No. of project affected families (PAFs) | % Of PAFs covered by R&R | Amounts paid to PAFs in the FY (in ₹) |
|----------------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|---------------------------------------|
| Not Applicable |                                          |       |          |                                         |                          |                                       |

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

Community members can raise complaints through the Helpline number and Email address provided on the Apollo Pipes website <https://www.apollopipes.com/> where a dedicated team is assigned to monitor the complaints raised.

Link to Grievance Redressal Policy –

<https://www.apollopipes.com/assets/front/media/product/Whistle%20Blower%20or%20Vigil%20Mechanism%20Policy%20of%20Apollo%20Pipes%20Ltd.pdf>

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

| Category of input material                   | FY2025-26 | FY2024-25 |
|----------------------------------------------|-----------|-----------|
| Directly sourced from MSMEs/ small producers | 26.0%     | 21.7%     |
| Directly sourced from India                  | 100%      | 100%      |

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:

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

| Location     | FY2025-26 | FY2024-25 |
|--------------|-----------|-----------|
| Rural        | 36%       | 38%       |
| Semi-Urban   | 3%        | 0.29%     |
| Urban        | 10%       | 19.54%    |
| Metropolitan | 51%       | 42.17%    |

## 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      | BIHAR           | AURANGABAD            | ₹97,935.76          |
| 2      | BIHAR           | GAYA                  | ₹1,63,854.06        |
| 3      | BIHAR           | JAMUI                 | ₹94,169.00          |
| 4      | JAMMU & KASHMIR | BARAMULLA             | ₹5,273.46           |
| 5      | UTTAR PRADESH   | CHANDAULI             | ₹70,061.74          |

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

Currently, our company does not have a specific policy regarding preferential procurement from suppliers comprising marginalized or vulnerable groups. However, we are actively exploring opportunities to enhance inclusivity within our supply chain and remain committed to supporting initiatives that promote diversity and equity.

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

Not Applicable

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

Not Applicable

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

| S. no.         | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|----------------|------------------------------------------------------|--------------------------|---------------------------|------------------------------------|
| 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 the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Not Applicable    |                   |                         |

6. Details of beneficiaries of CSR Projects:

| S. no. | CSR Project                                         | No. of persons benefitted from CSR Projects | % Of beneficiaries from vulnerable and marginalized groups |
|--------|-----------------------------------------------------|---------------------------------------------|------------------------------------------------------------|
| 1      | Promotion of educational activity "PAHAL"           | 11,155                                      | 100%                                                       |
| 2      | Government Recognized Funds and other eligible NGOs | 50                                          | 100%                                                       |

## Principle

9

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

## ESSENTIAL INDICATORS

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

As the company is dedicated to delivering value to its clients, regular customer satisfaction surveys are conducted. These surveys provide vital feedback to the company, enabling it to deliver the highest level of service to its clients and consistently improve customer engagement.

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

| State                                                       | As a percentage to total turnover |
|-------------------------------------------------------------|-----------------------------------|
| Environmental and social parameters relevant to the product | 0%                                |
| Safe and responsible usage                                  | 100%                              |
| Recycling and/or safe disposal                              | 0%                                |

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

|                                | FY2025-26                |                                   |                                                                                                                            | FY2024-25                |                                   |                                                                   |
|--------------------------------|--------------------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------------------|
|                                | Received during the year | Pending resolution at end of year | Remarks                                                                                                                    | Received during the year | Pending resolution at end of year | Remarks                                                           |
| Data privacy                   | 0                        | 0                                 | Not Applicable                                                                                                             | 0                        | 0                                 | Not Applicable                                                    |
| Cyber-security                 | 0                        | 0                                 | Not Applicable                                                                                                             | 0                        | 0                                 | Not Applicable                                                    |
| Delivery of essential services | 0                        | 0                                 | Not Applicable                                                                                                             | 0                        | 0                                 | Not Applicable                                                    |
| Restrictive trade practices    | 0                        | 0                                 | Not Applicable                                                                                                             | 0                        | 0                                 | Not Applicable                                                    |
| Unfair trade practices         | 0                        | 0                                 | Not Applicable                                                                                                             | 0                        | 0                                 | Not Applicable                                                    |
| Others                         | 387                      | 16                                | There are still 16 open complaints against which credit note has been issued. These complaints will be addressed promptly. | 334                      | 53                                | There are still 4 open complaints that will be addressed promptly |

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

|                   | Number | Reason for recall |
|-------------------|--------|-------------------|
| Voluntary recalls | 0      | Not Applicable    |
| Forced recalls    | 0      | 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.

The company has placed a high priority on Cyber Security. Firewalls have been set up at the gateway level to block unauthorized access. Endpoints are being secured through the deployment of antivirus software. Additionally, an automated data backup system has been implemented to ensure safe and secure data storage. Link to the policy:

<https://www.apollopipes.com/assets/front/media/product/Cyber%20Security%20Policy%20of%20Apollo%20Pipes%20Ltd%2004112023..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

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

- a. Number of instances of data breaches:** Nil
- b. Percentage of data breaches involving personally identifiable information of customers:** Nil
- c. Impact, if any, of the data breaches:** Not Applicable

## LEADERSHIP INDICATORS

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

Details of our products and services can be found on this link <https://www.apollopipes.com/>

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

At Apollo Pipes, we proactively seek feedback and promptly address customer concerns, striving to keep our customers well informed about the responsible use of our products.

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

At Apollo Pipes, we inform our customers about any disruptions or discontinuations via our website.

- 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)**

We adhere to all laws and regulations regarding product information display. Additionally, we value customer feedback highly and strive to integrate it into our business operations.