kaveri seeds®

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L01120TG1986PLC006728
2.	Name of the Listed Entity	Kaveri Seed Company Limited
3.	Year of Incorporation	27th August 1986
4.	Registered Office Address	#1-7-36 to 42, Sardar Patel Road, Secunderabad - 500003, Telangana, India
5.	Corporate Address	
6.	Email Address	cs@kaveriseeds.in
7.	Telephone	040-27842398/27842405/27721457
8.	Website	www.kaveriseeds.in
9.	Financial Year for which reporting is being done	1st April 2025 to 31st March 2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India and BSE Limited
11.	Paid-up Capital	₹ 10,28,78,142/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name : Mr. G.V.Bhaskar Rao Designation: Managing Director DIN Number : 00892232 Tel.No.040-49192344/27842405 Email ID: cs@kaveriseeds.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14.	Name of assessment or assurance provider	NA
15.	Type of assessment or assurance obtained	NA

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.	Produce the cotton, Maize, Paddy and Vegetable seeds	Production, Distribution, Sales & Marketing of Seeds including Vegetable seeds	100.00%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Seed production and process	011/3808	100.00%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	9	1	10
International	0	1	1

19. Markets served by the Entity

a. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	1

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

3.20%

c. A brief on Types of customers

Kaveri Seed Company Limited is one of the leading seed producing company in the country. The company specializes in the production of multi crop product portfolio crop seeds including maize, cotton, rice pearl millet, mustard, Wheat , sorghum, sunflower and a number of vegetables and is involved in both B2C and B2B markets. The company serves various customers including farmers, retailers, distributors through its domestic and export business.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	1477	1420	96.00%	57	4.00%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total employees (D + E)**	**1477**	**1420**	**96.00%**	**57**	**4.00%**
	WORKERS					
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1797	1201	67.00%	596	33.00%
6.	**Total workers (F + G)**	**1797**	**1201**	**67.00%**	**596**	**33.00%**

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	2	2	100.00%	0	0.00%
2.	Other than Permanent (E)	0	0	100.00%	0	0.00%
3.	**Total differently abled employees (D + E)**	**2**	**2**	**100.00%**	**0**	**0.00%**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	0	0	0.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	**Total differently abled workers (F + G)**	**0**	**0**	**0.00%**	**0**	**0.00%**

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	2	20.00%
Key Management Personnel	3	1	33.00%

Note: One of the Company's Key Management Personnel (KMP) also serves on the Board of Directors and has therefore been considered under both categories.

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.2%	12.8%	18.9%	19.0%	14.3%	18.8%	15.4%	11.8%	15.3%
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Note: This includes employees/workmen who have retired during the year.

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Kaveri Microteck Private Limited	Subsidiary	100.00%	yes
2	Aditya Agritech Private Limited	Subsidiary	100.00%	yes
3	Genome Agritech Private Limited	Subsidiary	51.00%	yes
4	Genomix Agri Genetics Private Limited	Subsidiary	100.00%	yes
5	Kaveri Seed Company Bangladesh Pvt.Ltd.	Subsidiary	100.00%	yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (**Yes/No) Yes**

(ii) Turnover (in ₹ Lacs): **1,30,376.89**

(iii) Net worth (in ₹ Lacs): **1,75,077.66**

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		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, A group comprised the senior leadership/ HR head interacts with the community leaders to understand and address their concerns. Further, a register is also maintained at the plant sites where grievances can be lodged by the community members	Nil	Nil		Nil	Nil	
Investors (other than shareholders)	Yes https://www.kaveriseeds.in/investors/investor-contact/	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes https://www.kaveriseeds.in/investors/link-to-smart-odr-sebi-scores/	Nil	Nil	-	Nil	Nil	-
Employees and workers	Yes https://www.kaveriseeds.in/wp-content/uploads/2023/08/WHISTLE-BLOWER-POLICY.pdf	Nil	Nil	-	Nil	Nil	-
Customers	Yes https://www.kaveriseeds.in/contact-us/	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Yes	Nil	Nil	-	Nil	Nil	-
Others (please specify)	NA						

26. **Overview of the Entity's material responsible business conduct issues:**

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Innovation and New Product Development	Risk	The Company's ability to develop innovative products and processes is critical to meeting evolving customer needs, maintaining market relevance, and achieving sustainable growth. Delays or failures in innovation may adversely affect competitiveness and market share.	• Strengthening R&D capabilities and maintaining a proven track record in the development, approval, and commercialisation of new products and processes. • Enhancing internal technical expertise, process optimisation, and operational efficiencies. • Deploying a specialised R&D team to facilitate technology transfer and innovation across the organization.	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Competition risk	Risk	Intense competition from domestic and regional players may impact market penetration, customer retention, pricing power, and profitability.	Building economies of scale in production, distribution, and procurement to maintain cost competitiveness. • Strengthening long-term relationships with key customers through superior product quality and technical support. • Implementing cost optimization initiatives and upgrading seed processing technologies. • Investing in R&D for the development of new hybrid products and improved varieties.	Negative
3	Supply Chain & Logistics	Risk	To account for unprecedented, fast developing market disruptions	Building economies of scale in production, distribution, and procurement to maintain cost competitiveness. • Strengthening long-term relationships with key customers through superior product quality and technical support. • Implementing cost optimization initiatives and upgrading seed processing technologies. • Investing in R&D for the development of new hybrid products and improved varieties.	Negative
4.	Operational risk		Ineffective management of vendor and customer relationships may impact operational efficiency, business continuity, and revenue generation.	• Identifying and addressing vendor-related risks through structured action plans and regular performance monitoring. • Strengthening stakeholder engagement and relationship management practices. • Establishing long-term partnerships with regional and global business partners to ensure revenue visibility and operational stability.	Operational risk
5	Learning and Development	Opportunity	Continuous learning and employee development enhance workforce capabilities, productivity, innovation, and long-term organizational sustainability.	The Company conducts regular training programs on quality management, product development, environmental management, health and safety, and operational excellence to equip employees to meet evolving business requirements.	Learning and Development

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether the Entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the policies, if available	https://www.kaveriseeds.in/investors/corporate-governance-policies/								
2.	Whether the Entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Entity's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Entity and mapped to each principle.	The Company follows the Indian Minimum Seed Certification Standards (IMSCS). • The Company also conducts seed testing in accordance with all International Seed Testing Association (ISTA) Standards.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Kaveri Seed Company states its commitment to long-term sustainable economic development and value creation by protecting employee and community health and safety, minimizing environmental impacts, respecting human rights, conducting business with integrity and responsibility, and sharing benefits with the community. However, the company has not disclosed any specific commitments, quantitative goals, targets, or defined timelines in the provided text								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons, in case the same are not met.	The Company has established long-term sustainability commitments, goals, and targets, supported by a structured implementation roadmap and defined monitoring mechanisms. Progress against these commitments is reviewed annually and monitored on a year-on-year basis. Senior Management periodically reviews performance to ensure effective implementation, accountability, and continuous improvement. During the reporting period, the Company remained on track with its sustainability commitments and no material deviations from the established goals and targets were observed. Accordingly, there were no significant instances requiring disclosure of reasons for non-achievement of the stated commitments, goals, or targets.								
Governance, leadership and oversight										
7.	Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) Sustainability is integral to our business philosophy and remains at the core of our operational strategy. We are committed to creating long-term value by integrating Environmental, Social and Governance (ESG) principles into our business decisions, operations and stakeholder engagement. Our approach focuses on responsible growth, operational excellence and sustainable business practices that support the interests of our customers, employees, shareholders and the communities in which we operate. During the year, we continued to strengthen our ESG framework by implementing initiatives aimed at reducing our environmental footprint through efficient resource utilization, responsible waste management, energy conservation and environmentally conscious business practices. While challenges such as evolving regulatory requirements, climate-related risks and the need for continuous process improvements remain, we are committed to enhancing our sustainability performance through innovation and responsible resource management. Our people continue to be our greatest strength. We remain focused on attracting, developing and retaining talented professionals through structured learning and development programs, fair performance management systems and employee engagement initiatives. We strive to foster an inclusive, safe and collaborative workplace that encourages continuous learning, diversity and employee well-being. Our commitment to social responsibility extends beyond our business operations. Through our Corporate Social Responsibility (CSR) initiatives, we continue to contribute towards community development by supporting education, skill development, healthcare and rural infrastructure projects. These initiatives are designed to create meaningful and lasting social impact while strengthening the communities we serve. Looking ahead, we remain focused on advancing our ESG journey by setting measurable sustainability objectives, strengthening governance practices, improving operational efficiencies and enhancing stakeholder value. We believe that responsible business practices and sustainable growth are mutually reinforcing, and we remain committed to building a resilient, ethical and future-ready organization.									

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. G.V. Bhaskar Rao, Managing Director (DIN: 00892232) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.								
9.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes Name: Mr. G.V. Bhaskar Rao Designation: Managing Director DIN Number: 00892232 Tel. No: 040-49192344 Email ID: cs@kaveriseeds.in								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies of the Company are reviewed annually by Director/ Board Committees, wherever applicable																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Review of compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances is done by relevant Board Committee.																	

11.	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCPLE WISE PERFORMANCE DISCLOSURE

Principle 1

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

Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year the Board of Directors of the Company invested their time on various updates pertaining to the Business, regulations, environmental social governance matters etc., These topics comprise insights on the said principles.	100.00%
Key Managerial Personnel	4	Code of Conduct and Ethics Whistle Blower Policy Prevention of Sexual Harassment at the Workplace and other policies of the company.	100.00%
Employees other than Board of Directors and KMPs	84	Code of Conduct and Ethics Whistle Blower system, safety governance, Prevention of Sexual Harassment at the Workplace and other policies of the company and behavioural training covered,	95.00%
Workers	97	Legal, technical, behavioural, health safety & environment up skilling training.	90.00%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website

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

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

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

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

Kaveri Seed fosters a work culture rooted in high ethical principles and standards. Employees are encouraged to uphold integrity, commitment, and a strong sense of ownership. The company places paramount importance on conducting its business ethically and legally, considering it a foundational pillar of its operations. To address these matters, Kaveri Seeds has established a comprehensive code of conduct and a whistle-blower policy.

https://www.kaveriseeds.in/wp-content/uploads/2023/08/Policy-on-prevention-of-fraud.pdf

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

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

NA

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	244	291

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchasing from the top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of sales	a. Sales to dealer / distributors as % of total sales	80.73%	81.59%
	b. Number of dealers / distributors to whom sales are made	4764	4325
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	9.16%	9.92%
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	0.35%	0.31%
	b. Sales (Sales to related parties as % of Total Sales)	12.43%	12.99%
	c. Loans & advances given to related parties as % of Total loans & advances	100.00%	100.00%
	d. Investments in related parties as % of Total Investments made	13.45%	5.48%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
10	1. Occupational Health & Safety awareness 2. Grievance Redressal & Whistleblower Awarness	50.00%

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

Yes, The Company has established appropriate governance mechanisms and policies to identify, disclose, and manage actual or potential conflicts of interest involving members of the Board of Directors. Directors are required to make periodic disclosures of their interests in accordance with the applicable provisions of the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and the Company's Code of Conduct. In cases where a conflict of interest exists or may arise, the concerned Director abstains from participating in the deliberations and decision-making process on the relevant matter. These measures help ensure transparency, accountability, and impartiality in the Board's functioning.

Principle 2

Business 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 products and processes to total R&D and capex investments made by the entity, respectively.**

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R & D	5.00%	5.00%	Development for sustainable crop nutrition product
Capex	4.00%	3.00%	Solvent recovery and recycling across all products.

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

Yes, The Company has established procedures to promote sustainable sourcing practices across its value chain. It procures seeds and other inputs from qualified and responsible suppliers who are expected to comply with applicable legal, quality, environmental, and ethical requirements. The Company emphasizes responsible procurement by considering product quality, regulatory compliance, reliability, and sustainable agricultural practices while engaging with suppliers. Through continuous supplier engagement and adherence to defined procurement standards, the Company strives to strengthen a resilient and responsible supply chain.

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

100%

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

(a) Plastics (including packaging)	The Company has established appropriate practices for the responsible management and disposal of plastic and packaging waste generated across its operations. Plastic waste and packaging materials are segregated and channelled through authorised scrap dealers and recyclers, as applicable, to support recycling and environmentally responsible disposal. These practices help reduce waste sent for disposal while enabling the recovery and reuse of recyclable materials, thereby supporting resource efficiency and sustainable waste management.
(b) E-waste	The Company has established a systematic process for the responsible management and disposal of obsolete electronic assets. The process begins with the identification and inventory of obsolete, damaged, or end-of-life electronic equipment. The identified assets are reviewed and appropriate approval is obtained from the management for their disposal. Prior to disposal, all electronic devices containing sensitive or business information are subjected to certified data wiping or physical destruction, as applicable, to ensure that confidential information is securely protected. Thereafter, the obsolete electronic assets are handed over to an authorized e-waste recycler in accordance with applicable statutory and regulatory requirements. The Company obtains a collection acknowledgement from the authorized recycler confirming receipt of the e-waste. A recycling or destruction certificate is subsequently obtained as evidence of the responsible disposal and recycling of the electronic assets. Finally, the Company's asset register is updated to reflect the disposal of the assets, and relevant records and supporting documents are maintained for compliance and audit purposes.
(c) Hazardous waste	The Company generates limited quantities of hazardous waste, primarily arising from its seed processing and related operations. Appropriate measures are undertaken for the safe handling, storage and disposal of such waste in compliance with applicable environmental laws and regulatory requirements. Wherever applicable, hazardous waste is channelled through authorised agencies for environmentally responsible disposal, while measures are taken to minimise its generation and potential impact on the environment.

(d) other waste.	The Company has implemented several initiatives to enhance resource efficiency, minimize waste generation, and promote responsible utilization of resources across its operations. Chemical wash water generated during seed treatment operations is recycled, thereby reducing water consumption and minimizing waste discharge. Maize shanks generated during processing are utilized as a renewable fuel source for drying wet cobs, contributing to the efficient use of agricultural by-products and reducing reliance on conventional fuels. The Company also ensures that used chemical containers are appropriately recycled through authorized recyclers. Further, dilute sulphuric acid is reused in the cotton delinting process, thereby reducing chemical waste and promoting resource conservation. These initiatives collectively contribute to waste reduction, efficient resource utilization, recycling and reuse, and reinforce the Company's commitment to environmental sustainability and responsible operational practices.

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 the Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, The Company complies with the applicable Extended Producer Responsibility (EPR) requirements under the relevant environmental regulations. It has established processes for the responsible collection, recycling, and disposal of applicable plastic packaging waste through authorized agencies, in line with statutory obligations and its commitment to environmental sustainability.

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.
NA					

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

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
NA		

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

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	0.00	43.14	0.00	0.00	41.89
E-waste	0.00	0.00	0.03	0.00	0.00	0.05
Hazardous waste	0.00	0.00	0.00	0.00	0.00	0.00
Other waste	0.00	0.00	0.00	0.00	0.00	0.00

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

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

Principle 3

should respect and promote the wellbeing 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	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities#		
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)	
Permanent employees												
Male	1420	1420	100.00%	1420	100.00%	0	0.00%	0	0.00%	1420	100.00%	
Female	57	57	100.00%	57	100.00%	57	100.00%	NA	0.00%	57	100.00%	
Total	**1477**	**1477**	**100.00%**	**1477**	**100.00%**	**57**	**3.86%**	**0**	**0.00%**	**1477**	**100.00%**	
Other than Permanent employees												
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	
Total	**0**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**	

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

Category	% of workers covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**0**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**
Other than Permanent Workers											
Male	1201	1201	100.00%	1201	100.00%	NA	0.00%	NA	NA	NA	NA
Female	596	596	100.00%	596	100.00%	596	100.00%	NA	NA	NA	NA
Total	**1797**	**1791**	**100.00%**	**1797**	**0100.00%**	**596**	**100.00%**	**NA**	**NA**	**NA**	**NA**

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.13%	0.14%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others- please specify	-	-	-	-	-	-

3. **Accessibility of workplaces**

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

Yes, The Company is committed to providing an inclusive and accessible work environment for all employees, including persons with disabilities. The premises and offices are designed or modified, to the extent practicable, to facilitate accessibility in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company also provides reasonable accommodation and continues to assess and improve workplace accessibility based on operational requirements and employee needs.

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

The Company is committed to providing equal employment opportunities and maintaining an inclusive workplace without discrimination on the basis of disability. The policy provides for equal opportunity in recruitment, employment, training, career progression, accessibility, and grievance redressal in compliance with the Rights of Persons with Disabilities Act, 2016.

Policy Link: https://www.kaveriseeds.in/wp-content/uploads/2025/07/Equal-Opportunity-Policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0	0.00%	0	0.00%
Female	100.00%	100.00%	0	0.00%
Total	100.00%	100.00%	0	0.00%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Nil
Other than permanent workers	Contract and temporary workers may report grievances through their contractor/ supervisor, Plant HR, or directly to the HR Department. Grievances relating to statutory benefits, working conditions, wages, health and safety, or workplace conduct are reviewed and addressed in coordination with the contractor and Company management.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent employees	Permanent employees may submit grievances through their reporting manager, HR Business Partner/HR Department, Corporate HR, Internal Complaints Committee (for POSH-related matters), or the Whistle Blower/ Vigil Mechanism. The Company ensures fair, impartial, and confidential resolution of grievances in accordance with its HR policies.
Other than permanent employees	Nil

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	1477	0	0.00%	1466	0	0.00%
- Male	1420	0	0.00%	1400	0	0.00%
- Female	57	0	0.00%	66	0	0.00%
Total Permanent Workers	0	0	0.00%	0	0	0.00%
- Male	0	0	0.00%	0	0	0.00%
- Female	0	0	0.00%	0	0	0.00%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1420	1350	95.07%	1100	77.46%	1400	1400	100.00%	1000	71.43%
Female	57	54	94.74%	50	87.72%	66	66	100.00%	50	75.76%
Total	**1477**	**1404**	**95.06%**	**1150**	**77.86%**	**1466**	**1466**	**100.00%**	**1050**	**71.62%**
Workers										
Male	1201	1080	89.93%	1080	89.93%	395	395	100.00%	237	60.00%
Female	596	476	79.87%	476	79.87%	860	860	100.00%	516	60.00%
Total	**1797**	**1556**	**86.59%**	**1556**	**86.59%**	**1255**	**1255**	**100.00%**	**753**	**60.00%**

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)
Employees						
Male	1420	1420	100.00%	1400	1400	100.00%
Female	57	57	100.00%	66	66	100.00%
Total	**1477**	**1477**	**100.00%**	**1466**	**1466**	**100.00%**
Workers						
Male	1201	1201	100.00%	395	395	100.00%
Female	596	596	100.00%	860	860	100.00%
Total	**1797**	**1797**	**100.00%**	**1255**	**1255**	**100.00%**

10. **Health and Safety Management System:**

a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, The Company has implemented a comprehensive Occupational Health and Safety (OHS) Management System applicable across its corporate office, seed processing plants, warehouses, research facilities, and field operations. The system covers all permanent employees, trainees, apprentices, contract workers, casual workers, visitors, and service providers working at Company premises. The framework includes documented safety policies and standard operating procedures (SOPs), risk assessments, emergency preparedness and response plans, incident reporting and investigation, contractor safety management, periodic safety inspections, statutory compliance monitoring, fire and emergency drills, use of personal protective equipment (PPE), occupational health surveillance, and regular health and safety training programmes.

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 follows a structured process to identify workplace hazards and assess risks through periodic workplace inspections, job safety analyses (JSA), risk assessments before introducing new processes or equipment, machine safety audits, fire safety inspections, electrical safety checks, chemical handling assessments, ergonomic evaluations, contractor safety reviews, and incident/near-miss investigations. Risks are reviewed during routine operations as well as before maintenance shutdowns, equipment installation, construction activities, confined space work, and other non-routine tasks. Appropriate control measures are implemented following the hierarchy of controls, including elimination, substitution, engineering controls, administrative controls, and use of PPE. Corrective and preventive actions are monitored until closure.

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

Yes, Employees and workers are encouraged to immediately report unsafe conditions, unsafe acts, near misses, and health and safety concerns to their supervisors, department heads or HR through established reporting mechanisms. Workers are empowered to stop work and remove themselves from situations that present an imminent risk of serious injury or illness without fear of retaliation. Regular toolbox talks also provide opportunities for employees and workers to raise safety concerns.

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

Yes, The Company provides access to non-occupational healthcare services through periodic health check-ups, wellness initiatives, preventive health awareness programmes, health insurance coverage (where applicable), Employee State Insurance (ESI) benefits for eligible employees, medical reimbursement/insurance benefits as per Company policy, first-aid facilities at all locations, and access to empanelled hospitals and medical practitioners. The Company also conducts awareness programmes on lifestyle diseases, nutrition, mental wellbeing, stress management, eye care, cardiac health, and seasonal disease prevention to promote the overall health and wellbeing of employees and workers.

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

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

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

The Company is committed to providing a safe, healthy, and secure workplace for all employees, workers, contractors, and visitors. A comprehensive Environment, Health & Safety (EHS) framework has been implemented across its operations to identify, assess, and mitigate workplace risks while ensuring compliance with applicable statutory requirements.

The key measures adopted by the Company include:

- Implementation of an Occupational Health & Safety (OHS) management system with periodic risk assessments and safety audits.
- Identification of workplace hazards and implementation of preventive and corrective measures through regular inspections and safety reviews.
- Mandatory induction and periodic safety training for employees, workers, and contractors, including emergency response and safe work practices.
- Provision and mandatory use of appropriate Personal Protective Equipment (PPE) based on job requirements.
- Fire prevention and emergency preparedness measures, including fire detection systems, firefighting equipment, emergency evacuation plans, and mock drills.
- Availability of first-aid facilities, trained first-aiders, occupational health support, and timely medical assistance at operational locations.
- Maintenance of safe machinery, equipment, and work environments through preventive maintenance and statutory inspections.
- Compliance with applicable labour, factory, health, safety, and environmental regulations, along with periodic internal and external compliance audits.
- Promotion of employee well-being through awareness programmes on health, ergonomics, stress management, hygiene, and wellness.

The Company continuously reviews and strengthens its health and safety practices with the objective of preventing workplace injuries and occupational illnesses while fostering a culture of safety, accountability, and continuous improvement.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. **Assessments for the year:**

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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

    NA

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

   Yes

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

   The Company has established a structured process to monitor and track compliance with statutory obligations by contractors engaged in supplying third-party resources. Compliance with applicable labour laws and statutory requirements is verified as part of the regular invoice processing and payment cycle to ensure that contractors meet their regulatory responsibilities. In addition, periodic compliance audits and reviews are conducted to assess ongoing adherence to statutory requirements, identify any gaps, and facilitate timely corrective actions wherever necessary. This systematic approach helps maintain transparency, accountability, and continued compliance across the contractor ecosystem.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

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

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

   Yes, The entity provides transition assistance programs to support employees during retirement or separation from employment. These include guidance on retirement benefits, final settlement processes, documentation support, and access to relevant counselling or career transition assistance, wherever applicable, to facilitate a smooth transition.

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	100.00%
Working Conditions	100.00%

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

   Nil

Principle 4

Business 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.**

   Persons or groups that are directly or indirectly affected by our operations as well as those that may have interests in our operations or the ability to influence its outcome, either positively or negatively are considered as stakeholders for us. This inter alia includes shareholders& investors, employees & workers, customers, Farmers & Farmers Community, suppliers & distributors, communities and Govt & regulatory authorities, Following is the detailed process for identification, review and updating the stakeholders group within Kaveri Seed Company Limited.

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

   The Company consistently engages with its stakeholders, seeking their input to gain deeper insights into their perspectives and issues, as well as to comprehend the challenges and developmental needs essential for ensuring long-term sustainability. Total seven stakeholder groups are identified. The methods of communication used, and the principal topics of focus are detailed in the table that follows:

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder & Investors	No	• Annual General Shareholders Meetings, quarterly financial results declaration and earnings calls with senior management • Investor Relations events; one-on-one/group investor meetings, site-visits, investor conferences • Disclosure tools including Annual Reports, Sustainability Reports, Tax Transparency Reports, and Investor Presentations, etc. • Complaints and grievance management	Continuous and Regular engagement.	Improve employee experience, monitor organisational health, and provide a better quality of life at the workplace. Improve trust and loyalty through motivation, thereby increasing employee retention, performance, and innovation Wellness and safety Fulfilment of the Company's vision, mission and achieving sustainability objectives.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Use digital as well as physical channels of communication including but not limited to e-mails, leadership meetings and appraisal and training programmes for personal and professional growth. Employee engagement, wellness, and safety initiatives. Learning and development initiatives and capability development programs. Focus group discussions by leaders and one-on-one discussions with managers. Grievance handling portals and company website.	Continuous and Regular engagement.	Improve employee experience, monitor organisational health, and provide a better quality of life at the workplace. Improve trust and loyalty through motivation, thereby increasing employee retention, performance, and innovation Wellness and safety Fulfilment of the Company's vision, mission and achieving sustainability objectives.
Farmers & Farming Community	Yes	Physical and virtual meetings, customer events, dealer and distributor meets, field visits, calls, e-mail and website. Nutrient and crop Protection recommendations, field demonstrations, farm mechanization services	Frequent and need based	Better and sustainable crop yields. Product quality standards and Reliability. Economical and cost-effective farming. The organization actively collaborates with its customers to ensure a consistent supply of products. Additionally, it keeps customers informed about new offerings, actively participates in bids and tenders, and strives to maximize the reach and impact of its products.
Supply partners and Distributors	No	Dealers and Distributor meetings, One-to-one meetings, Annual reviews Contracts, e-mails, site visits, calls, virtual interactions Periodic surveys Sales channels Channel Partner Meet. Contract negotiations, supplier code of conduct, policies & standards.	Continuous and Regular engagement.	Ethical and transparent procurement practices. Critical to ensure operational efficiency through timely supply & logistical efficiency. Training and capability building Long-term partnership. Favourable product and value Proposition. Ease of doing business. Timely payment as per terms. Assurance of timely supply. Sustained communication and marketing support.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes	The organization actively engages with the community through a combination of physical visits and digital communication channels. As part of CSR partnership initiatives and implementation of CSR related projects. Leadership community Connect and community meetings. Communication via emails, newsletters, leaflets, hoardings, print, social media and website, etc.	Frequent and need based	Community outreach is vital to understand the needs & expectations of the community & further accordingly plan the interventions for them, which shall further support national progress, as well as smooth business operations. To enhance their quality of life & overall wellbeing, including economic well-being through sustained livelihood enhancement initiatives. Reduction in the environmental & social impacts including grievances and risks that may affect communities, thereby safeguarding cordial relations with the community.
Government & Regulatory Authorities	No	The organization engages with authorities through email correspondence, meetings, and periodic submissions. Compliance with regulatory requirements, notifications, circulars, and guidelines Regular meetings, seminars, and participation in industry forums. Regulatory visits/ Interaction. Regular engagement with various regulators, local administration, inspection bodies, industry associations, etc., to adapt to the evolving regulatory environment.	Periodic/Need basis.	The organization engages with regulatory authorities to fulfil its responsibilities effectively. Also, engagement with policymakers focuses on understanding and discussing industry-related matters. Safety, environmental and social compliance Sound Corporate Governance - fair dealings, conduct and transparency, timely disclosures. Regulatory and legal compliances.

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's management actively engages with key stakeholders, including investors, customers, suppliers, employees, and other relevant stakeholder groups through various communication and engagement platforms. Feedback and key insights gathered from these interactions are periodically reviewed by the management and shared with the Board, including during quarterly meetings, to support informed decision-making and strengthen stakeholder relationships.

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

Yes, The Company recognizes stakeholder engagement as a key element of its sustainability strategy and long-term value creation. Through multiple communication channels, it regularly engages with internal and external stakeholders to understand their expectations, concerns, and priorities. The feedback received is considered while formulating business strategies and sustainability initiatives. Based on stakeholder consultations, the Company has identified material Environmental, Social, and Governance (ESG) topics, including product quality and availability, responsible pricing, affordability, product safety, ethical business conduct, and anti-bribery practices. These material topics guide the Company's sustainability framework and strategic decision-making.

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

The Company places significant emphasis on maintaining transparent, ethical, and responsive engagement with its stakeholders while addressing their expectations and concerns in a timely manner. To strengthen its governance framework, the Company has established a Whistle Blower Policy that enables employees, channel partners, vendors, and other stakeholders to report unethical conduct, policy violations, or instances of non-compliance without fear of retaliation. In addition, the Company has instituted an Investor Grievance Redressal mechanism to ensure the prompt resolution of investor queries and concerns. These mechanisms reinforce the Company's commitment to accountability, stakeholder trust, and sound corporate governance.

Principle 5

Business should respect and promote human rights

Essential Indicators:

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1477	1477	100.00%	1466	1466	100.00%
Other than Permanent	0	0	0.00%	0	0	0.00%
Total Employees	**1477**	**1477**	**100.00%**	**1466**	**1466**	**100.00%**
Workers						
Permanent	0	0	0.00%	0	0	0.00%
Other than Permanent	1797	1797	100.00%	1255	1255	100.00%
Total Workers	**1797**	**1797**	**100.00%**	**1255**	**1255**	**100.00%**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1420	0	0.00%	1420	100.00%	1400	0	0.00%	1400	100.00%
Female	57	0	0.00%	57	100.00%	66	0	0.00%	66	100.00%

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Other than Permanent										
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent										
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent										
Male	1201	1201	100.00%	0	0.00%	395	395	100.00%	0	0.00%
Female	596	596	100.00%	0	0.00%	860	860	100.00%	0	0.00%

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

   a. **The details are provided below:**

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	4,03,49,920.50	1	5,40,26,251.00
Key Managerial Personnel	1	1,40,80,683	1	6,60,000
Employees other than BoD and KMP	1419	34,759	57	25,792
Workers	1201	14,850	596	14,850

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	2.28%	2.67%

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)**

   No, While the Company does not have a dedicated individual or committee exclusively responsible for addressing human rights impacts, human rights-related matters are addressed through its existing governance framework, policies, and management systems. The Company is committed to providing a safe, fair, and inclusive workplace and complies with all applicable labour and human rights regulations.

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

   The Company has established internal mechanisms to address grievances related to human rights through its Code of Conduct, Whistle Blower Policy, and Prevention of Sexual Harassment (POSH) Policy. These mechanisms enable employees and other stakeholders to report concerns related to unethical conduct, discrimination, harassment, or other human rights-related issues. All reported grievances are reviewed in a fair and confidential manner, and appropriate corrective and disciplinary actions are taken wherever necessary, in accordance with the Company's policies and applicable laws.

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

The details are provided below:

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil			Nil		
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human rights related issues						

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

	FY 2025-26	FY 2024-25
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0.00	0.00
ii) Complaints on POSH as a % of female employees / workers	0.00	0.00
iii) Complaints on POSH upheld	0.00	0.00

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

Yes, the Company has implemented a robust framework to safeguard complainants from any adverse consequences in cases of discrimination and harassment. This framework is supported by a comprehensive Code of Conduct that promotes respectful, inclusive, and dignified behaviour across the workplace while clearly prohibiting all forms of discrimination and harassment. The Company also provides secure and confidential reporting mechanisms, enabling employees to raise concerns without fear of retaliation. Through these measures, the Company strives to foster a safe, equitable, and respectful work environment, while upholding its core values of integrity, fairness, accountability, and mutual respect.

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

Yes. The Company integrates human rights requirements into its business agreements and contracts, where applicable, to reinforce ethical business practices and responsible conduct across its value chain. These provisions promote compliance with applicable laws, respect for fundamental human rights, fair labour practices, and adherence to the Company's policies and standards by its business partners.

10. **Assessment for the year:**

	% of the entity's plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child Labour	100.00%
Forced Labour/Involuntary Labour	100.00%
Sexual Harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%
Other- please specify	-

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

NA

Leadership Indicators

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

   During the reporting period, no material human rights grievances were received that necessitated modification of the Company's business processes. Nevertheless, the Company periodically reviews its policies, grievance redressal mechanisms, contractor management practices, and employee awareness programmes to strengthen its human rights framework.

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

   The Company undertakes periodic human rights due diligence as part of its compliance, risk management, and internal audit processes. The due diligence covers:

   - Compliance with applicable labour laws and employment regulations.
   - Prevention of child labour, forced labour, and bonded labour.
   - Equal opportunity, diversity, and non-discrimination practices.
   - Prevention of sexual harassment and workplace harassment.
   - Occupational health, safety, and employee well-being.
   - Grievance redressal mechanisms and whistle blower framework.
   - The assessments cover employees, contract workers, and key value chain partners, and identified observations are addressed through corrective and preventive action plans.

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

   Yes, The Company is committed to providing an accessible and inclusive environment for employees, visitors, customers, and other stakeholders. Wherever applicable and feasible, office premises are equipped with accessibility features such as ramps, accessible entrances, designated parking, accessible washrooms, elevators, and clear signage to facilitate access for persons with disabilities. The Company continues to assess its infrastructure and undertake improvements in line with the provisions of the Rights of Persons with Disabilities Act, 2016 and applicable building standards.

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

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

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

   Not Applicable

Principle 6

Business 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	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**0**	**0**
From non-renewable sources		
Total electricity consumption (D)	39464.44	38690.63
Total fuel consumption (E)	2226.07	2182.42
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	**41690.51**	**40873.05**
Total energy consumed (A+B+C+D+E+F)	**41690.51**	**40873.05**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00000312	0.0000034931
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000646	0.0000722
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

   No

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	12711	12106
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**12711**	**12106**
Total volume of water consumption (in kilolitres)	**12711**	**12106**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000009525	0.0000010346
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000194	0.0000214
Water intensity in terms of physical output	-	-
Water intensity (optional) –the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

Yes, the Company has zero liquid discharge installed at some of its locations.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NO_x	T/Year	0.34	0.33
SO_x	T/Year	0.15	0.15
Particulate matter (PM)	T/Year	0.13	0.13
Persistent organic pollutants (POP)	T/Year	0.00	0.00
Volatile organic compounds (VOC)	T/Year	0.20	0.02
Hazardous air pollutants (HAP)	T/Year	0.00	0.00
Others – please specify	T/Year	29.99	28.95
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No		

7. **Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	1661.4	1063.7
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	2451.1	2366

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000003082	0.0000002931
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00000627	0.00000606
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	-	-
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No		

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

   Yes, The Company has undertaken initiatives to reduce its greenhouse gas (GHG) emissions by improving energy efficiency and promoting the use of renewable and cleaner energy sources. Key initiatives include the utilization of maize shanks as a biomass fuel for drying operations, installation of solar power systems at select facilities, and the adoption of energy-efficient equipment and operational practices. These measures contribute to reducing the Company's carbon footprint while enhancing resource efficiency and supporting its environmental sustainability objectives.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	3.19	3.06
E-waste **(B)**	0.60	0.73
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	0	0
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	0	0
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	**3.79**	**3.79**
Parameter		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000003	0.0000000003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000061	0.0000000062
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2025-26	FY 2024-25
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations (Third Party)	0	0
Total	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

The Company has adopted structured waste management practices focused on waste minimization, resource efficiency, and regulatory compliance. It emphasizes the reduction, reuse, and recycling of waste wherever feasible, including the recycling of chemical wash water, reuse of dilute sulphuric acid in the cotton delinting process, utilization of maize shanks as a biomass fuel, and recycling of used chemical containers through authorized agencies. The Company also promotes the responsible handling and optimized use of hazardous chemicals to minimize waste generation and reduce environmental impact, reinforcing its commitment to sustainable operations.

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

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

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).

If not, provide details of all such non-compliances, in the following format:

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
NA				

Leadership Indicators

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

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

(i) Name of the area – Nil

(ii) Nature of operations – Nil

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	**0**	**0**
Total volume of water consumption (in kiloliters)	**0**	**0**
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	-	-	-

2. **With respect to the ecologically sensitive areas reported in 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.**

   NA

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

The Company has undertaken several initiatives to enhance operational efficiency, optimize resource utilization, and improve sustainability.

Cold Storage Upgrades – Pamulaparthy Facility

Several improvements were implemented at the existing cold storage facility to enhance storage efficiency, reliability, and energy performance:

Mobile Racking System Installation:

The existing static racking system was replaced with a mobile racking system.

This significantly improved storage space utilization, increasing the usable storage capacity from approximately 35% to 75%.

Refrigeration System Modernization:

The centralized ammonia-based refrigeration system was replaced with decentralized refrigeration units equipped with Freon compressors. The upgraded system enhances operational reliability, enables better temperature control across storage chambers, simplifies maintenance, and improves energy efficiency. These initiatives have strengthened the facility's operational performance by improving storage capacity, optimizing energy consumption, and enhancing overall resource efficiency.

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

   Yes, The Company has established a business continuity and disaster management framework to safeguard its critical business operations and information systems. Periodic disaster recovery drills are conducted to assess the effectiveness of the Company's disaster recovery processes and strengthen preparedness for potential disruptions. These measures enable timely response, minimize operational risks, and support business resilience and continuity.

5. **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?**

   The Company has not identified any significant adverse environmental impacts arising from its value chain during the reporting period. It continues to promote responsible environmental practices by creating awareness among farmers and supply chain partners on sustainable agricultural practices, efficient resource utilization, and the responsible use of agricultural inputs. The Company also periodically assesses potential environmental risks across its value chain and undertakes appropriate mitigation measures wherever required.

7. **% of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

   No Adverse impact to the environment

8. **How Many green credits have been generated or produced**

   a. By the listed entity **Nil**

   b. By the top ten (in terms of value of purchase and sales respectively) value chain partners **NA**

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.**

   7

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	Seedsmen Association	National
2	Confederation of Indian Industry (CII)	National
3	The Federation Telangana Chambers of Commerce & Industry (FTCCI)	National
4	National Seed Association of India	National
5	The Asia & Pacific Seed of Association, Bangkok	International
6	Seed Association of Madhya Pradesh	National
7	Seed Association of Maharashtra	National

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

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

Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others- please specify)	Web Link, if available
			NA		

Principle 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators:

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

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

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

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

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

The Company actively engages with local communities through its Corporate Social Responsibility (CSR) initiatives, reflecting its commitment to creating a positive social impact. Beyond identifying community needs, the Company undertakes targeted initiatives to address key social and developmental challenges, contributing to sustainable community development and long-term value creation.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	14.02%	12.43%
Directly from within India	98.36%	99.86%

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

Location	FY 2025-26	FY 2024-25
Rural		
% of Job creation in Rural areas	22.40%	18.81%
Semi-urban		
% of Job creation in Semi-urban areas	0.00%	0.00%
Urban		
% of Job creation in Urban areas	16.66%	14.32%
Metropolitan		
% of Job creation in Metropolitan areas	60.94%	66.87%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	

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

S. No	State	Aspirational District	Amount spent (In INR)
Nil			

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

   No

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

   NA

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

   NA

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
NA				

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Educational Development Projects	1700	35.00%
2	Rural Development Projects	3200	38.00%

Principle 9

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

Essential Indicators:

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

   The Company places strong emphasis on customer satisfaction and has established multiple channels for customers to raise grievances, provide feedback, or seek assistance. Customers can reach the Company through its dedicated contact and support channels available on its official website at https://www.kaveriseeds.in/contact-us/, ensuring timely response and effective resolution of their concerns.

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

	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:**

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

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

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

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

   Yes, The Company has implemented a Cyber Security Policy to safeguard its information systems, digital assets, and data from cybersecurity threats and risks related to data privacy. The policy establishes controls and guidelines for managing cyber risks, protecting sensitive information, and ensuring compliance with applicable regulatory requirements.

   Policy Link: https://www.kaveriseeds.in/wp-content/uploads/2023/08/Cyber-Security-Policy.pdf

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

   NA

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

	Provide the following information relating to data breaches:
a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	NA

Leadership Indicators

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

   The company's product offerings are conveniently accessible through its official website: https://www.kaveriseeds.in/.

   Customers seeking assistance can reach out via the designated company

   email address, info@kaveriseeds.in, or by calling the provided

   contact number, 040 49192345. and various social media platforms such as face book, What sap and YouTube.

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

   The Company is committed to maintaining transparency across its operations while ensuring the delivery of high-quality products through robust quality management systems and continuous innovation. Stringent quality assurance processes are implemented throughout the product lifecycle to maintain product performance and reliability. To support sustainable agricultural practices, the Company regularly conducts farmer awareness and training programmes through village-level meetings, providing guidance on improved agronomic practices, crop management, and plant protection measures. In addition, product information and usage instructions are provided in multiple regional languages with each product package to enable informed and responsible use by farmers.

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

   The Company's marketing team actively engages with its trade network, including distributors, dealers, retailers, and farmers, through regular personal interactions, field visits, meetings, and awareness programmes. In addition, formal communication channels, such as letters, circulars, and other written correspondence, are used to communicate important updates, product information, and business-related matters with channel partners, fostering strong and transparent stakeholder relationships.

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 whole? (Yes/No)**

   Yes, In addition to the information mandated under applicable laws, the Company provides product-specific details to support the safe and effective use of its products. Product labels and promotional materials, including hybrid leaflets and catalogues, contain information such as crop characteristics, recommended agronomic practices, sowing guidelines, and other relevant product details. These materials are designed to help farmers make informed decisions and achieve optimal crop performance.