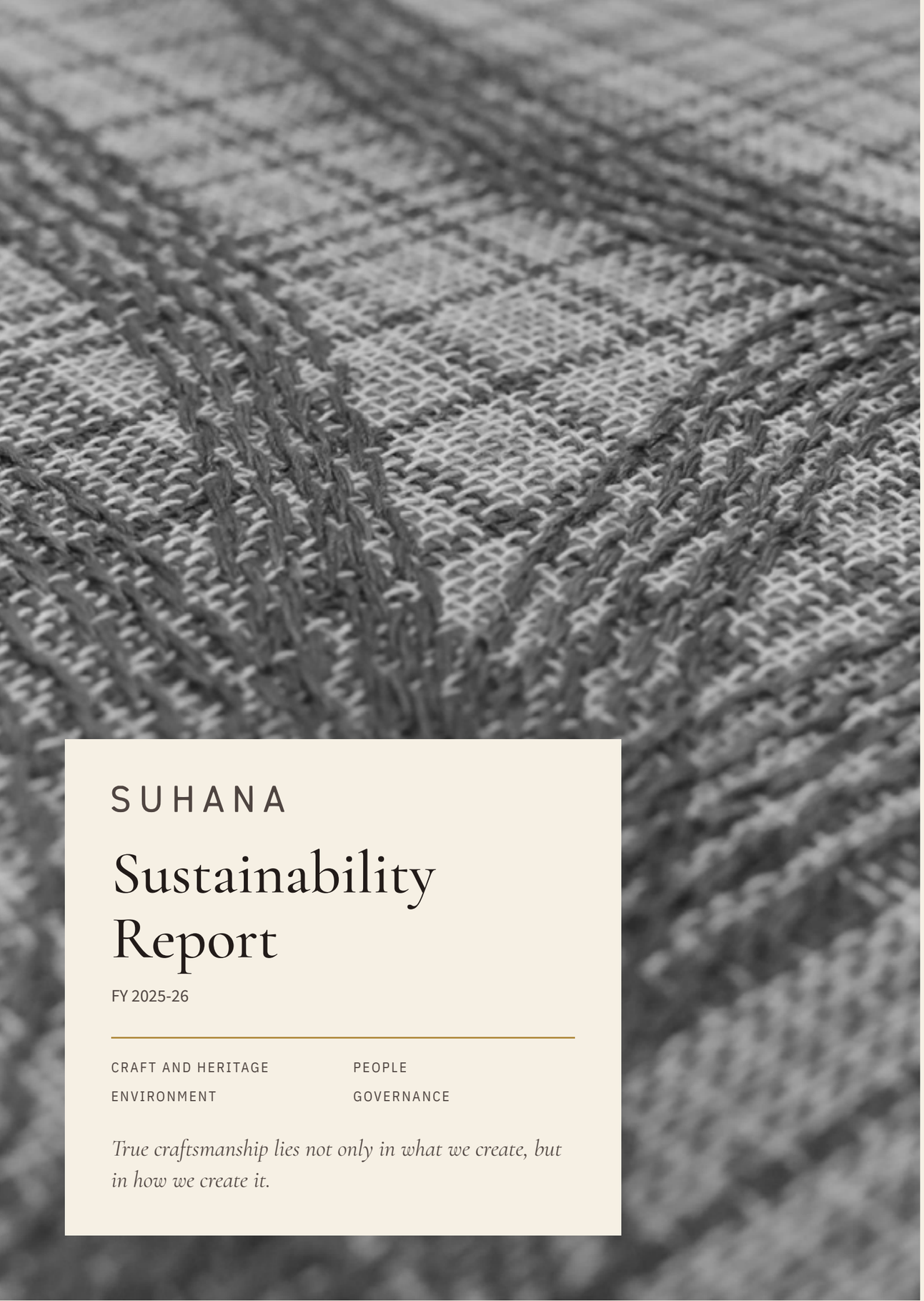


SUHANA

Sustainability Report

FY 2025-26

CRAFT AND HERITAGE
PEOPLE
ENVIRONMENT
GOVERNANCE

True craftsmanship lies not only in what we create, but in how we create it.

Contents

Introduction

1	Opening statement	1
2	Our philosophy: purpose, vision and values	2
3	About this report	5
4	A message from the partners	9
5	Leadership and governance	10
6	Who we are	16
7	The craft of zari	22
8	The year in figures	27
9	Highlights	32

Strategy and governance

10	Strategy, pillars and objectives	35
11	How we create value	40
12	Listening to our stakeholders	44
13	What matters most: materiality	49
14	Risks, opportunities and climate resilience	55
15	Our policies	61

Environment

16	Energy and climate	67
17	Water, air and the working environment	79
18	Materials, waste and circularity	91

People

19	Our people	99
20	Health, safety and wellbeing	106
21	Learning and skills	115
22	Human rights and labour practices	121

Ethics, supply chain and community

23	Ethics, integrity and information security	130
24	Responsible supply chain	136
25	Products, customers and quality	142
26	Community, culture and three stories	147

Frameworks, data and assurance

27	Benchmarking our performance	152
28	Sustainable Development Goals	157
29	UN Global Compact principles	162
30	Certifications and management systems	166
31	Targets and the road to 2030	170
32	GRI content index	181
33	Alignment with other frameworks	191
34	Forward roadmap	198
35	Appendix A: ESG data pack	204
36	Appendix B: Basis of preparation	216
37	Appendix C: Glossary and abbreviations	223
38	Independent assurance statement	227
39	Contact and feedback	230

1

Opening statement

We embroider couture panels by hand at one licensed Byculla site, where our workforce of 495 worked during FY 2025-26.

GRI 2-1, 2-6, 2-22 | NGRBC Principle 1



Picture 1

We are a hand-embroidery workshop in Byculla East, Mumbai, and every panel that leaves our four licensed units is worked by hand. Our karigars embroider with needles, zari metallic thread, sequins and beads for a single Mumbai couture house, and the work passes through checking and final inspection before it is packed. The Maharashtra Pollution Control Board places the site in its White category, and our Consent to Operate records no boiler, generator or process emission.

This is our second sustainability report and our first as Suhana Zari Arts LLP, which was incorporated on 17 July 2025. The business traded at the same site as Suhana Zari Arts before that date, so the report covers the whole year from 1 April 2025 to 31 March 2026.

Our workforce of 495 is made up entirely of men. The certifying surgeon examined 307 of them on 20 and 28 January 2026 and certified every one fit.

The site drew 202.52 MWh of grid electricity during the year through the two BEST accounts that serve the licensed units. We held seven certified management systems, covering quality, environment, occupational health and safety, information security, anti-bribery, supply chain security and social accountability, and obtained ISO/IEC 27001, ISO 37001 and ISO 28000 certification during the year.

Each table names the records behind its figures, and Section 36 sets out the basis of preparation.

2

Our philosophy: purpose, vision and values

Each of our 7 values and 5 mission commitments is written into a controlled policy or a certified management system.

GRI 2-23, 2-24 | NGRBC Principle 1



Picture 2

Our purpose, vision, mission and values were set out in our FY 2024-25 report, and they stand unchanged in this report.

2.1 Purpose and vision

Our purpose

We keep the craft of Indian hand embroidery alive as a trade and as a livelihood for the karigars who practise it. We run the workshop so that each design that leaves it can be traced to the people who made it and to the conditions in which they worked.

Our vision

We aim "to be a globally recognized name in luxury hand embroidery that upholds India's artistic heritage while setting benchmarks in ethical manufacturing, sustainability, and innovation".

2.2 Mission

Five commitments

Our mission combines heritage craftsmanship with responsible business practice across the value chain, and we express it as five commitments. Table 2.1 sets each commitment against how we act on it and what the year's record shows.

Livelihoods

Our workforce of 495 is employed directly at the licensed site. Our SA 8000 statement for 2025 records wages paid by the 7th of every month with no fines deducted.

Protecting the workforce

Our SA 8000:2014 and ISO 45001:2018 certifications were both held throughout the year. Four karigars sit on our eight-member health and safety committee, which met on 15 January 2026. The company's monthly data return records no recordable injury for FY 2025-26, and Form 27 for calendar 2025 records no accident.

Operating responsibly

Grid electricity supplies 99.9% of our metered energy, and we drew 202.52 MWh of it during the year. QRO certified our ISO 37001:2016 anti-bribery and ISO/IEC 27001:2022 information security systems during the year, and our ISO 9001:2015 certification covers checking and final inspection.

2.3 Values

Seven values

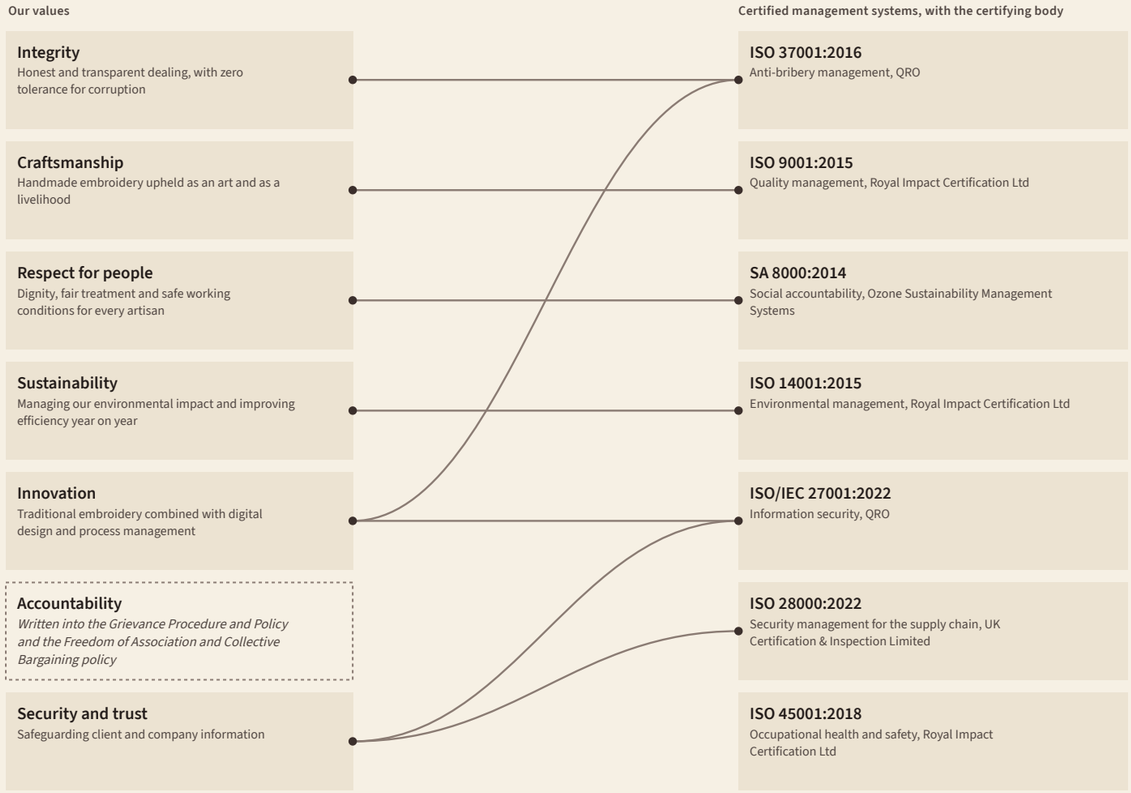
We hold seven values, each written into at least one controlled policy or certified management system in force during FY 2025-26. Table 2.2 names the policy or standard behind each value and one record from the year that shows it at work.

Integrity is written into our Business Ethics Policy, our Whistleblower Policy (SZA-COMP-06) and our Whistleblower and Vigil Mechanism Policy (SZA/WB/PL/08), within an anti-bribery management system certified to ISO 37001:2016 by QRO. Respect for people rests on our Labour and Human Rights Policy and our Anti-Discrimination Policy, within the SA 8000:2014 system certified by Ozone Sustainability Management Systems.

Figure 1

Six of our seven values are written into a certified management system; accountability rests on two procedures.

Values, where each is written, and the certified systems, FY 2025-26



A line joins a value to each certified system its record names (Table 2.2). A value in a dotted outline rests on procedures, not on a certified system.

Source: Tables 2.2 and 9.2.

The Form 7 health register records hand embroidery as the nature of work for the karigars the certifying surgeon examined in January 2026, and ISO 9001:2015 certification by Royal Impact Certification Ltd covers the checking and inspection that follow. Sustainability is written into our Environment Policy and our Environment Management Procedure, within an ISO 14001:2015 system, and the Maharashtra Pollution Control Board noted our White category intimation on 17 December 2025.

Security and trust

We hold our customer's designs and digital artwork under our information security system. We obtained ISO/IEC 27001:2022 information security and ISO 28000:2022 supply chain security certification during the year, the second of them a target our FY 2024-25 report had set.

2.4 From value to record

Abdul Hanif Jamadar, Partner, signs our ten SZA-COMP policies as Signatory Authority, and our four SZA/PL procedures name the Managing Director as document owner. The health and safety committee, the POSH Internal Committee and the grievance and whistleblower mechanisms apply them day to day, and Section 5 names their members and meetings.

The ten SZA-COMP policies were issued on 23 January 2025, and the four SZA/PL procedures were revised to revision 0.1 on 1 September 2025.

Table 2.1

Our mission in five commitments, and the FY 2025-26 record

MISSION COMMITMENT	HOW WE ACT ON IT	FY 2025-26 RECORD
Preserve traditional embroidery skills and provide dignified livelihoods	Direct employment of karigars at the licensed site; salaries paid by the 7th of every month (Remuneration Policy)	Workforce of 495, the 2 partners included
Operate sustainably through energy efficiency, waste reduction and responsible material use	Environment Policy and the ISO 14001:2015 system; grid electricity supplies 99.9% of metered energy	202.52 MWh of grid electricity
Protect the workforce under SA 8000 and ISO 45001	Both certified systems held throughout the year; health and safety committee with 4 karigar members	0 recordable injuries (company's monthly data return, FY 2025-26; Form 27, calendar 2025; accident register, March 2026)
Ensure integrity and transparency under ISO 37001 and ISO/IEC 27001	Both systems certified by QRO during the year; Business Ethics Policy signed by the Signatory Authority	0 charge sheets, suspensions, dismissals or warning notices in calendar 2025 (SA 8000 statement for 2025)
Deliver work that earns the confidence of clients and partners	ISO 9001:2015 quality management; checking and final inspection before packing	7 certified management systems held during the year

Mission commitments as worded in the company's FY 2024-25 report. Boundary: units 1A, 1B, 1C and 2/7, C.S. No. 708, FY 2025-26.

Table 2.2

Our values, where they are written and the FY 2025-26 record

VALUE	WHAT IT MEANS TO US	WHERE IT IS WRITTEN	RECORD DURING FY 2025-26
Integrity	Honest and transparent dealing, with zero tolerance for corruption	Business Ethics Policy; Whistleblower and Vigil Mechanism Policy; ISO 37001:2016	ISO 37001:2016 certification by QRO obtained during the year
Craftsmanship	Handmade embroidery upheld as an art and as a livelihood	ISO 9001:2015; checking and final inspection in the certified scope	Hand embroidery recorded as the nature of work on the Form 7 health register, January 2026
Respect for people	Dignity, fair treatment and safe working conditions for every artisan	Labour and Human Rights Policy; Anti-Discrimination Policy; SA 8000:2014	307 persons examined by the certifying surgeon on 20 and 28 January 2026, every one certified fit
Sustainability	Managing our environmental impact and improving efficiency year on year	Environment Policy; Environment Management Procedure; ISO 14001:2015	White category consent noted by the Maharashtra Pollution Control Board on 17 December 2025
Innovation	Traditional embroidery combined with digital design and process management	CAD digitizing named in the ISO/IEC 27001 and ISO 37001 certified scope	Designing and CAD digitizing carried out at the site under the certified scope
Accountability	Decisions from sourcing to shipment guided by data and ethics	Grievance Procedure and Policy; Freedom of Association and Collective Bargaining policy	SA 8000 statement for 2025 receipt-stamped by the Mumbai Fire Brigade on 5 January 2026
Security and trust	Safeguarding client and company information	ISO/IEC 27001:2022; ISO 28000:2022	Both certifications obtained during the year

Values and their meaning as set in the company's FY 2024-25 report; records for FY 2025-26 from the documents named.

3

About this report

This report covers Suhana Zari Arts LLP at one licensed site from 1 April 2025 to 31 March 2026.

GRI 2-2, 2-3, 2-4, 2-5 | NGRBC Principle 1



Picture 3

This report presents the environmental, social and governance performance of Suhana Zari Arts LLP for the financial year from 1 April 2025 to 31 March 2026. It is prepared with reference to the GRI Standards 2021 and published in May 2026.

3.1 Reporting entity

One legal entity

Suhana Zari Arts LLP was incorporated on 17 July 2025 under section 12(1) of the Limited Liability Partnership Act 2008, LLPIN ACP-9243.

The business before July 2025

The limited liability partnership continues the business that operated at this site as Suhana Zari Arts, and this report covers that business for all twelve months.

Our earlier report

Our first sustainability report covered FY 2024-25. This report is the second in the series and draws on the first for our values and our targets.

3.2 Boundary and period

One site

The boundary is units 1A, 1B, 1C and 2/7 at C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027, as the factory licence names them, together with every person we employ there. The Consent to Operate and the e-waste manifest name the same four units, and so does the laboratory's drinking water report M260204021, issued on 11 February 2026. Our SA 8000:2014 certificate records contracted and outsourced processes as nil.

Form 27 for 2025 declares a canteen run through a contractor, whose workers sit outside our workforce figures. The management-system certificates are issued to the company at C.S. No. 1/708, Jetha Compound, and Section 30 sets out what each covers. We consolidate no other entity and no other site.

Period and cycle

The reporting period is 1 April 2025 to 31 March 2026, and we report annually; our previous report covered 1 April 2024 to 31 March 2025. Two documents are kept on the calendar year, the Factories Act annual return and the POSH annual report for 2025, and each is cited with its own period. Laboratory reports dated after 31 March 2026 belong to FY 2026-27, and no FY 2025-26 figure is drawn from them.

3.3 Frameworks

GRI statement of use

Suhana Zari Arts LLP has reported the information cited in the GRI content index in Section 32 for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards. We applied GRI 1: Foundation 2021 and no Sector Standard.

We prepared the report against the reporting principles of GRI 1. For accuracy and verifiability, each table names the record behind the figures it prints, and the prose takes its figures from the tables. For balance, a result outside its limit is reported with our response to it.

For comparability, each series is shown over the years it covers, and a year that is not comparable is marked n/c. For completeness, the boundary covers the whole site and every person we employ there. For sustainability context, each result is set beside the statutory limit or benchmark that applies to it. For clarity, every figure carries its unit, and the report is published in May 2026 for the year to 31 March 2026.

Persons examined, all fit
307
Form 7 health register

Workforce
495
All permanent and directly employed

Grid electricity
202.52 MWh
BEST bills, two accounts

Paid at or above minimum
100%
SA 8000 statement for 2025

Table 3.1

This report at a glance

ITEM	THIS REPORT
Reporting entity	Suhana Zari Arts LLP, LLPIN ACP-9243, incorporated on 17 July 2025 under section 12(1) of the Limited Liability Partnership Act 2008
Business before incorporation	Traded at the same site as Suhana Zari Arts; covered for the whole year
Reporting period	1 April 2025 to 31 March 2026
Reporting cycle	Annual; the previous report covered 1 April 2024 to 31 March 2025
Publication	May 2026
Boundary	Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027
Consolidation	One entity and one site; no subsidiary, joint venture or second site
Reporting standard	GRI Standards 2021, with reference to; GRI 1: Foundation 2021 applied; no Sector Standard
Frameworks mapped	UN SDGs; UN Global Compact principles; BRSR and NGRBC; SASB; TCFD and IFRS S2; SA 8000:2014
Basis of preparation	Section 36
Assurance	Section 38 is reserved for the independent assurance statement over selected disclosures in this report
Contact	Section 39

Beyond the GRI Standards, we map our disclosures to six further frameworks, from the UN Sustainable Development Goals to SA 8000:2014, and we account for emissions under the GHG Protocol. Table 3.2 names each framework, how we use it and the section where the mapping sits.

3.4 Evidence and basis of preparation

The evidence base

The records behind this report come from ten classes of document, from the Certificate of Incorporation to the laboratory reports, the registers kept at the site and the company's monthly data return. Table 3.3 counts them and names what each class supports.

Basis of preparation

Electricity converts to energy at 3.6 GJ per MWh, and Section 36 sets out the other units and conventions we apply and the records behind each topic.

3.5 Restatements

We compile electricity from the BEST bills of the two accounts serving the licensed units, and water and waste from the company's monthly data return and the vendor receipts. Section 36 sets out the restatements of earlier years.

3.6 Assurance

Section 38 is reserved for the independent assurance statement over selected disclosures in this report.

Several records behind this report are issued by third parties. NABL-accredited laboratories issued the ambient air, noise and drinking water results, and a certifying surgeon under the Factories Act 1948 carried out the medical examinations of January 2026, as the Form 7 health register records.

3.7 Contact

Questions about this report or any figure in it may be sent to the contact in Section 39.

Figure 2

One entity, one licensed site and one financial year set the boundary of this report.

Entity, site, reporting period and the marks on each figure

Reporting entity

Suhana Zari Arts LLP, LLPIN ACP-9243, incorporated on 17 July 2025

The licensed site

Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027

Work done within it

Designing | CAD digitizing | Hand embroidery | Bead work and fringes | Checking | Final inspection | Packing and dispatch

One entity and one site; no subsidiary, joint venture or second site. Contracted production processes: nil; outsourced production processes: nil (SA 8000:2014 certificate scope).



The grey band on the axis is calendar 2025, the year of the Form 27, POSH annual report and SA 8000 statement, each cited for its own year.

Reported GRI Standards 2021, with reference to; GRI 1: Foundation 2021 applied; no Sector Standard **Mapped to** UN SDGs | UN Global Compact principles | BRSR and NGRBC | SASB | TCFD and IFRS S2 | SA 8000:2014

Source: Tables 3.1, 7.2, 24.1 and 36.1.

Table 3.2

Frameworks and where each is mapped

FRAMEWORK	HOW WE USE IT	WHERE
GRI Standards 2021	Reported with reference to the Standards; content index with the location of each disclosure	Section 32
UN Sustainable Development Goals	Goals and targets our operations bear on, with the record for each	Section 28
UN Global Compact Ten Principles	Mapped for consistency with each principle; the LLP is not a participant	Section 29
BRSR and the NGRBC principles	Principle tags on each section; alignment table	Section 33
SASB Standards	Alignment of our disclosures with the SASB metrics	Section 33
TCFD and IFRS S2	Climate governance, strategy, risk management, metrics and targets	Sections 14 and 33
SA 8000:2014	Social accountability requirements of our certified system	Sections 30 and 33
GHG Protocol Corporate Standard and Scope 2 Guidance	Scope 1, 2 and 3 accounting; location-based and market-based Scope 2	Sections 16 and 36

Table 3.3

The evidence base behind this report

CLASS OF RECORD	DOCUMENTS	EXAMPLES	USED FOR
Incorporation, licence and consent	3	Certificate of Incorporation; factory licence in Form 4; White category consent	Entity, boundary, licensed ceiling, environmental category
Statutory returns and notifications	3	Factories Act annual return for 2025; POSH annual report for 2025; Maharashtra minimum wage notification of 4 February 2026	Declarations on facilities and gender; harassment complaints; minimum wage rates
Registers kept at the site	7	Form 7 health register; accident register; Form 10; Form D; complaint register; waste disposal record; PPE check	Health, safety, maternity, pay equality, grievances, waste
Laboratory reports dated in the year	7	Ambient air and noise, 21 August and 3 November 2025; illumination, 21 August 2025; drinking water, 12 August 2025 and 4 February 2026	Working environment and water quality
Policies and procedures	16	Ten SZA-COMP policies; four SZA/PL procedures; whistleblower and vigil mechanism policy; earlier product end-of-life policy	Commitments, owners and targets
Management-system certificates	7	ISO 9001, ISO 14001, ISO 45001, ISO/IEC 27001, ISO 37001, ISO 28000, SA 8000	Certification held during the year
Meeting, drill and training records	4	Health and safety committee minutes; drill records; training rosters; 2026 training planner	Worker participation, emergency preparedness, training
Utility, waste and stakeholder documents	3	BEST bills for the two accounts serving the licensed units; e-waste manifest; SA 8000 statement for 2025	Electricity, e-waste, wages and statutory coverage
Prior published report	1	Sustainability report for FY 2024-25, 1 April 2024 to 31 March 2025	Values, mission and targets
Company return and risk assessment	2	Monthly data return for FY 2025-26; hazard identification and risk assessment	Water withdrawal; injury and first-aid counts; the sessions of 3 October 2025; hazards and their controls

Counts are of distinct documents held for this report; the utility row counts the BEST bills as one set.



Figure 3

Policies and procedures are the largest class of record behind this report, at 16 documents.

Documents by class of record behind this report

Source: Table 3.3.

4

A message from the partners

The partners report 202.52 MWh of grid electricity, a workforce of 495 and no recordable injury in FY 2025-26.

GRI 2-22 | NGRBC Principle 1



Picture 4

This is our first report as Suhana Zari Arts LLP. The partnership was incorporated on 17 July 2025, and the business it continues had traded at the same site in Byculla East as Suhana Zari Arts. We report on the whole year, 1 April 2025 to 31 March 2026, because the business and its site continued unchanged across that date.

Our work is hand embroidery for a single Mumbai couture house. Garment panels and accessories are designed, digitised, embroidered by hand with zari metallic thread, sequins and beads, then checked, inspected, packed and dispatched from our four licensed units. The certified scope of our management systems names each of those stages, and our SA 8000:2014 certificate records contracted and outsourced processes as nil, so our own people do every stage at this site.

Our people

Our workforce stands at 495, and it is entirely male: the Factories Act annual return for 2025 declares no female worker, and the Form 7 health register records every person examined as male. Our Anti-Discrimination Policy and our POSH Internal Committee stand regardless of that composition, and the committee of nine members reported nil complaints for calendar 2025, a year in which it held awareness programmes in January, April, July and October.

The certifying surgeon examined 307 persons on 20 and 28 January 2026 and certified every one fit. Our SA 8000 statement for 2025 records wages paid by the 7th of every month with no fines deducted, and 100% of employees paid at or above the notified minimum of INR 16,490 a month. The average annual wage was INR 305,000.

Safety and voice

The company's monthly data return records no recordable injury for FY 2025-26, and Form 27 records no accident in calendar 2025. Our health and safety committee met on 15 January 2026 with four karigars among its eight members, and it set monthly checks of the fire alarms and sprinklers and a register to record them. Evacuation drills took place on 16 October 2025 and 15 January 2026.

Energy and emissions

The site drew 202.52 MWh of grid electricity through the two BEST accounts that serve the licensed units. Our Scope 2 emissions, location-based, were 143.79 tCO_2e, against 143.90 tCO_2e in FY 2023-24.

Our Consent to Operate records no boiler, generator or process emission at the site. Scope 1 emissions, from the company motorcycle, were 0.050 tCO_2e, and Scope 3 emissions were 488.52 tCO_2e. Our total for the year is 632.36 tCO_2e. On 26 December 2025 we handed 16 articles of electronic waste to an authorised recycler under the E-Waste (Management) Rules 2016.

Systems and records

We held seven certified management systems. QRO certified our information security and anti-bribery systems during the year, and we obtained ISO 28000:2022 supply chain security certification, a target our FY 2024-25 report had set.

The Maharashtra Pollution Control Board noted our White category intimation on 17 December 2025, and our current factory licence in Form 4, dated 16 February 2026, permits up to 500 workers.

The Social Accountability Training Planner approved on 2 January 2026 schedules training for all workers every three months. The year's training rosters record 780 person-hours.

What we will change first

Water withdrawal of 3,673 KL was 134.2% of the 2,737.5 KL a year our consent permits, and by 30 September 2026 we will meter the MCGM supply. The health and safety committee met once in the year against the quarterly meetings the Maharashtra Factories Rules require, and from FY 2026-27 it will meet every quarter. From the same year we will file monthly readings of both BEST meters. By 31 March 2027 we will compile a reconciled HR master list at 31 March, by category and gender, and Section 34 dates each action.

What comes next

Our FY 2024-25 report set targets to 2027 and 2030 for emissions, energy, water, waste, safety, wages and supplier practice. Section 31 sets each against its baseline, its deadline and its position at 31 March 2026.

We invite our customer, our karigars and the authorities who inspect our site to read this report against the records it cites, and to hold us to what it says.

Mumbai, May 2026

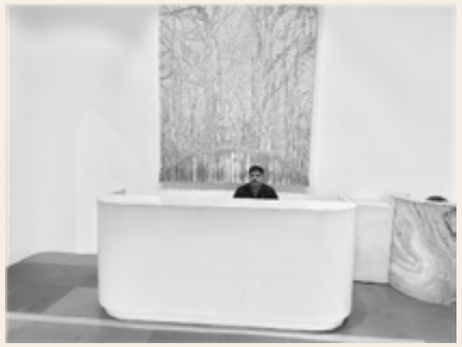
Abdul Hanif Jamadar
Partner, for the partners of Suhana Zari Arts LLP

5

Leadership and governance

The partners oversee seven committees and mechanisms and 15 controlled policies and procedures in force during FY 2025-26.

GRI 2-9, 2-12, 2-13, 2-16, 2-25, 2-26 | NGRBC Principles 1 and 5



Picture 5

Suhana Zari Arts LLP is a limited liability partnership, LLPIN ACP-9243, incorporated on 17 July 2025, and governance rests with its partners. Abdul Hanif Jamadar, Partner, signs for the LLP on the Consent to Operate and signs this report. Oversight runs through the partners, seven committees and mechanisms, our controlled policies and procedures and seven certified management systems.

5.1 Oversight structure

The partners

The partnership is our highest governance body, and it has two members, both men. Abdul Hanif Jamadar is the LLP Partner named on the Consent to Operate, which the Maharashtra Pollution Control Board noted on 17 December 2025. He is also the occupier who declared the Factories Act annual return for 2025 on 10 January 2026.

Management

Amit Patwa, Senior Compliance Manager, reviewed our four SZA/PL procedures and approved the Whistleblower and Vigil Mechanism Policy (SZA/WB/PL/08) at their revisions of 1 September 2025, and a partner approved the four procedures. He chairs the health and safety committee and is Presiding Officer of the POSH Internal Committee. A Compliance Manager is secretary of the health and safety committee and responsible for the grievance procedure. The SZA/PL procedures name the Managing Director as document owner, and the Managing Director approved the 2026 training planner; Abdul Hanif Jamadar signed our FY 2024-25 report in that title.

Figure 4

Oversight runs from the partners through seven committees and mechanisms, each with a named lead.

Roles, committees and mechanisms, FY 2025-26



Members, the year's record and the lead of each body as Table 5.2 records them.

Source: Tables 5.1 and 5.2.

Table 5.1

Who holds oversight, and where each role is named

ROLE	HELD BY	NAMED IN
Highest governance body	The partners of Suhana Zari Arts LLP	Certificate of Incorporation, 17 July 2025
Size of the governance body	2, both men	Consent to Operate, 17 December 2025
LLP Partner and Signatory Authority	Abdul Hanif Jamadar	Consent to Operate, 17 December 2025; the ten SZA-COMP policies
Occupier under the Factories Act 1948	Abdul Hanif Jamadar	Annual return for calendar 2025, declared on 10 January 2026
Managing Director and owner of the SZA/PL procedures	Managing Director, the role in which Abdul Hanif Jamadar signed the FY 2024-25 report	SZA/PL procedures; 2026 training planner
Chair, health and safety committee	Amit Patwa, Senior Compliance Manager	Committee minutes, 15 January 2026; SZA/PL control blocks

Table 5.1 continues on the next page

Table 5.1, continued

ROLE	HELD BY	NAMED IN
Presiding Officer, POSH Internal Committee	Amit Patwa	POSH annual report, dated 2 January 2026
Senior Compliance Manager	Amit Patwa, who reviews the four SZA/PL procedures and approves SZA/WB/PL/08; a partner approves the four procedures	SZA/PL procedure control blocks; SZA/WB/PL/08
Compliance Manager	Secretary of the health and safety committee; responsible for the grievance procedure	Committee minutes; SZA/GRI/PL/11
Social accountability management representative	Signs the SA 8000 statement for 2025 and, with the Social Performance Team, the 2026 training planner	SA 8000 statement for 2025
Ombudsman	Receives whistleblower complaints and may constitute a Redressal Committee	SZA/WB/PL/08, revision 01

Names and roles as the documents print them.

Our social accountability management representative signs our SA 8000 statement for 2025, and signs the 2026 training planner with the members of the Social Performance Team. The Whistleblower and Vigil Mechanism Policy places an Ombudsman at the head of the protected disclosure route, with the power to constitute a Redressal Committee for each complaint.

5.2 Committees and mechanisms

Health and safety committee

The committee has eight members: the chair, the Compliance Manager as secretary, two compliance assistants and four karigars. It met on 15 January 2026 for 30 minutes and worked through 14 agenda items. Members recorded the fire alarms, extinguishers, sprinklers and emergency lights in working order, the first-aid box stocked at the entrance and the evacuation plan displayed with emergency numbers.

The meeting raised five actions. It set a monthly check of the fire alarms with a register to record it, records of extinguisher expiry with a monthly sprinkler check, and a risk assessment every six months. It also recorded first-aid training through the St John Ambulance Association and a kit of gloves, glasses and a helmet, kept in the EXIM department for staff who remove files from the upper cupboards. The last was recorded as completed within its one-month target.

One meeting in the year

The committee met once in FY 2025-26, and Rule 73-J of the Maharashtra Factories Rules requires a meeting at least once a quarter. The 2026 training planner schedules committee sessions in January, April, July and October, and Section 34 commits to quarterly meetings.

POSH Internal Committee

Our Internal Committee under the Sexual Harassment of Women at Workplace Act 2013 has nine members, including one external member, with Amit Patwa as Presiding Officer. It held four meetings in calendar 2025, each combined with an awareness programme, and three of them fell within FY 2025-26: 17 April, 30 July and 10 October 2025, covering 96, 128 and 130 employees. Its annual report for 2025, dated 2 January 2026 and filed with the District Officer, Mumbai, records nil complaints and nil cases pending beyond 90 days at 31 December 2025.

The committee's constitution and the POSH policy are displayed on the notice board, and its report records quarterly training for committee members. The committee and our Anti-Discrimination Policy stand regardless of the composition of the workforce, which in FY 2025-26 was entirely male.

Grievance and whistleblowing

Our Grievance Procedure and Policy, SZA/GRI/PL/11 at revision 0.1 of 1 September 2025, covers employees, prospective employees, agents and contractors. A grievance may be raised directly or with the line manager, resolved informally, investigated formally by the Manager with recommendations from the HR Manager, appealed, and referred to an external mediator where all parties agree. The complaint register, which serves as our grievance and whistleblower register, recorded no complaint on any of its 203 working days from 1 August 2025 to 31 March 2026.

Our Whistleblower and Vigil Mechanism Policy routes concerns to the Ombudsman by email, by telephone or in writing to the site. The Ombudsman or the Redressal Committee responds within 48 working hours, and the committee has at least three members. Its inquiry reports within 15 to 45 working days, and written complaints are kept for at least five years.

Worker representation

Our Freedom of Association and Collective Bargaining policy, revised on 1 September 2025, provides for worker representatives chosen through free elections without interference, and no workers' union has been formed at the site.

The names of the workers' committee members are displayed at the workplace, and the policy requires the Social Performance Team and the workers' committee to meet and keep minutes. The 2026 training planner schedules committee training every three months from January 2026 for six bodies, from the Social Performance Team to the grievance committee.

5.3 Policies and their owners

Two document series

Our ten SZA-COMP policies were issued on 23 January 2025 and each is signed by Abdul Hanif Jamadar as Signatory Authority. Our four SZA/PL procedures were first issued on 1 February 2022 and revised to revision 0.1 on 1 September 2025, each under a control block that names who prepared, reviewed and approved it. The Whistleblower and Vigil Mechanism Policy stands at revision 01 of 1 September 2025, and Section 15 sets out what each policy requires.

Each SZA/PL procedure names the role responsible for applying it and the records it requires. The grievance procedure names the Compliance Manager, the remuneration policy names the HR Manager, and the environment management procedure names senior management and the Compliance Officer. Table 5.4 sets out each responsibility with the records each procedure requires.

Table 5.2

Committees and mechanisms, with members and meetings as recorded

BODY	BASIS	MEMBERS	DURING FY 2025-26	CHAIR OR OWNER
Health and safety committee	Factories Act 1948; Rule 73-J, Maharashtra Factories Rules 1963; ISO 45001:2018	8, of whom 4 karigars	Meeting 01 on 15 January 2026: 30 minutes, 14 agenda items, 5 actions raised	Amit Patwa, Senior Compliance Manager
POSH Internal Committee	Sexual Harassment of Women at Workplace Act 2013, sections 4 and 21	9, including 1 external member	3 IC meetings with awareness programmes on 17 April, 30 July and 10 October 2025, covering 96, 128 and 130 employees; nil complaints in 2025	Amit Patwa, Presiding Officer
Grievance mechanism	Grievance Procedure and Policy SZA/GRI/PL/11, revision 0.1 of 1 September 2025	Line manager, Manager and HR Manager stages, with appeal and external mediation	Complaint register kept daily: 203 working days from 1 August 2025 to 31 March 2026, 0 complaints	Compliance Manager
Whistleblower and vigil mechanism	Policy SZA/WB/PL/08, revision 01 of 1 September 2025	Ombudsman; Redressal Committee of at least 3 members when constituted	0 whistleblower complaints in the grievance and whistleblower register, August 2025 to March 2026	Ombudsman

Table 5.2 continues on the next page

5.4 Compliance and statutory records

Registers kept at the site

We keep the statutory registers that the Factories Act 1948, the Maternity Benefit Act 1961 and the Equal Remuneration Rules 1976 prescribe. Alongside them we keep our own complaint register, waste disposal record and monthly check of protective equipment. The Form 7 health register records 307 persons examined on 20 and 28 January 2026, each certified fit, and the maternity benefit register carries a sealed entry for each month from July 2025 to March 2026.

Ethics and anti-corruption

Our Business Ethics Policy sets zero tolerance for bribery and corruption, within an anti-bribery management system certified to ISO 37001:2016 by QRO during the year. We declare no confirmed incident of corruption during the year, and our incident registers open in FY 2026-27. Our SA 8000 statement for 2025 records no charge sheet, suspension, dismissal or warning notice during the calendar year.

Certification

We held seven certified management systems from four certifying bodies, and Section 30 names each standard and body.

Table 5.2, continued

BODY	BASIS	MEMBERS	DURING FY 2025-26	CHAIR OR OWNER
Social Performance Team	SA 8000:2014 system; Freedom of Association and Collective Bargaining policy	Team members and the social accountability management representative, who sign the 2026 planner	SA 8000 statement for 2025 issued and receipt-stamped on 5 January 2026	SA management representative
Workers committee	Freedom of Association and Collective Bargaining policy SZA/FOA/PL/27	Representatives chosen by free election; names displayed at the workplace	Committee training scheduled every three months from January 2026	Elected worker representatives
Emergency response team	SA 8000 statement for 2025; on-site emergency plan	Formed with emergency preparedness training	Evacuation drills on 16 October 2025 and 15 January 2026	Health and safety committee

Membership and meetings as recorded in the minutes, the POSH annual report, the policies and the complaint register.

Table 5.3

Policy ownership by document series

DOCUMENT SERIES	DOCUMENTS	ISSUE AND REVISION	SIGNED OR APPROVED BY	OWNER NAMED
SZA-COMP series	Ten policies: business ethics, whistleblower, anti-discrimination, child labour, labour and human rights, living wage, customer health and safety, environment, sustainable procurement, product end of life	Issued 23 January 2025	Abdul Hanif Jamadar, Signatory Authority	Compliance function, the contact for policy questions
SZA/PL series	Four procedures: grievance, freedom of association and collective bargaining, environment management, remuneration	Issued 1 February 2022; revision 0.1 of 1 September 2025	Prepared by the Compliance Assistant, reviewed by Amit Patwa, Senior Compliance Manager, approved by a partner	Managing Director
Whistleblower and vigil mechanism	Policy SZA/WB/PL/08	Revision 01 of 1 September 2025	Amit Patwa, Senior Compliance Manager	Ombudsman
Training planner	Social Accountability Training Planner for 2026	Revision 00 of 2 January 2026	Managing Director	Social Performance Team

Table 5.4

Responsibility and records named in each procedure

PROCEDURE	RESPONSIBILITY THE DOCUMENT NAMES	RECORDS THE DOCUMENT REQUIRES
Grievance Procedure and Policy	Compliance Manager	Agreed resolutions signed by the parties; disciplinary outcomes on the personnel file
Freedom of Association and Collective Bargaining	Top management, HR Manager, compliance team, supervisors and managers	Standing orders; election records of worker representatives; works committee and grievance committee meeting records
Environment Management Procedure	Senior management and the Compliance Officer	Waste management records; energy and resource conservation logs; sustainable procurement records
Remuneration Policy	HR Manager	Salaries and attendance registers; PF records; overtime record; leave with wages register; minimum wage notification; living wage assessments
Whistleblower and Vigil Mechanism Policy	Ombudsman; Redressal or Disciplinary Committee; HR for penalties	Written complaints and investigation results, kept for at least 5 years

Table 5.5

Statutory registers and returns, with the entries for FY 2025-26

REGISTER OR RETURN	LAW	PERIOD COVERED	ENTRIES
Health register, Form 7	Factories Act 1948; Rule 18(7)	Examinations of 20 and 28 January 2026	307 persons, each certified fit
Register of accidents and dangerous occurrences	Rule 115, Factory Rules 1963; Regulation 66, ESI (General) Regulations 1950	Monthly, to March 2026 (serial 104)	Nil accident entries
Maternity benefit register, Form 10	Maternity Benefit Act 1961; Rule 12(1)	July 2025 to March 2026, monthly	No maternity benefit request received in any month
Equal remuneration register, Form D	Equal Remuneration Rules 1976, Rule 6	September to December 2025, monthly	Equal remuneration recorded as paid; skilled, semi-skilled and unskilled categories
Complaint register	Grievance Procedure and Policy SZA/GRI/PL/11	1 August 2025 to 31 March 2026, daily	203 working days, no complaint
Waste disposal record	Environment Management Procedure SZA/ENVI/PL/29	August 2025 to March 2026, monthly	8 collections stamped by the collecting vendor
PPE availability check	ISO 45001:2018 system	September 2025 to March 2026, monthly	Thimbles, glasses, masks and gloves available at every check
Annual return, Form 27	Rule 119(1), Maharashtra Factories Rules 1963	Calendar 2025, declared 10 January 2026	Safety committee, emergency plan, welfare facilities; no female worker
POSH annual report	section 21(1), Sexual Harassment of Women at Workplace Act 2013	Calendar 2025, dated 2 January 2026	Nil complaints; 4 awareness programmes in the calendar year
E-waste manifest	E-Waste (Management) Rules 2016	Pickup of 26 December 2025	16 articles to an authorised recycler

Registers and returns for Suhana Zari Arts LLP at C.S. No. 708; periods as each document states them.

6

Who we are

Suhana Zari Arts LLP embroiders couture panels at four units in Byculla East, licensed for up to 500 workers.

GRI 2-1, 2-6, 2-7 | NGRBC Principles 1 and 6



Picture 6

We are a hand-embroidery workshop at Jetha Compound, Byculla East, Mumbai, making high-fashion embroidered garment panels and accessories for a single Mumbai couture house. The Consent to Operate registers our activity as readymade garments, hand embroidery and made-ups, and our factory licence permits up to 500 workers at the four licensed units.

6.1 Our story

One business, a new legal form

Suhana Zari Arts LLP was incorporated on 17 July 2025 and continues the business that operated at this site under the name Suhana Zari Arts.

Before the LLP

The business built its policy set before it took its present form. Our procedures on grievance, freedom of association, environment management and remuneration were first issued on 1 February 2022, and our ten SZA-COMP policies on 23 January 2025. We published our first sustainability report for FY 2024-25 under the name Suhana Zari Arts.



Picture 7

Workforce, all men
495
Annual return for 2025 and Form 7 record no female worker

Licensed ceiling, workers
500
Factory licence, Form 4

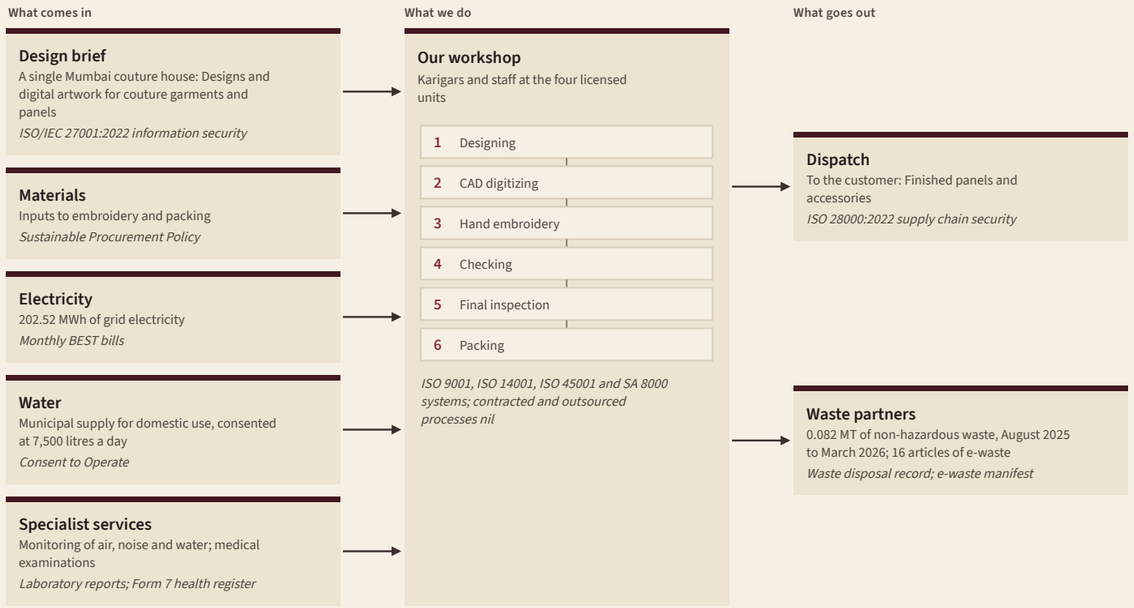
Grid electricity
202.52 MWh
BEST bills, two accounts serving the licensed units

Certified systems
7
Held during the year, from 4 certifying bodies

Figure 5

Design, materials, electricity and water come into the workshop; finished panels, waste and e-waste leave it.

Inputs, the workshop's steps and outputs, FY 2025-26



Each stage with what passes through it and the control we hold over it (Table 6.5).

Source: Table 6.5.

Table 6.1

Milestones, from the first procedures to the close of FY 2025-26

DATE	MILESTONE	RECORD
1 February 2022	First issue of the SZA/PL procedures on grievance, freedom of association, environment management and remuneration	Procedure headers
23 January 2025	Ten SZA-COMP policies issued, signed by Abdul Hanif Jamadar	Policy headers and signature pages
FY 2024-25	First sustainability report, for 1 April 2024 to 31 March 2025, under the name Suhana Zari Arts	Sustainability report for FY 2024-25

Table 6.1 continues on the next page

Table 6.1, continued

DATE	MILESTONE	RECORD
17 July 2025	Suhana Zari Arts LLP incorporated, LLPIN ACP-9243	Certificate of Incorporation
21 and 22 August 2025	Approved factory plan and certificate of stability dated	Annual return for 2025
1 September 2025	SZA/PL procedures revised; whistleblower and vigil mechanism policy at revision 01	Procedure headers
16 October 2025	Evacuation drill	Drill record
October to November 2025	Registers move to the LLP name	Waste disposal record; equal remuneration register seal
17 December 2025	White category intimation noted by the Maharashtra Pollution Control Board	Consent to Operate
26 December 2025	16 articles of electronic waste handed to an authorised recycler	E-waste manifest
2 January 2026	POSH annual report for 2025 dated; 2026 training planner approved	POSH annual report; training planner
5 January 2026	SA 8000 statement for 2025 receipt-stamped by the Mumbai Fire Brigade	Stakeholder communication
10 January 2026	Factories Act annual return for 2025 declared	Form 27
15 January 2026	Health and safety committee meeting 01; evacuation drill	Committee minutes; drill record
20 and 28 January 2026	Certifying surgeon examines 307 persons, every one fit	Form 7 health register
16 February 2026	Current factory licence in Form 4 dated	Factory licence
During FY 2025-26	ISO/IEC 27001:2022, ISO 37001:2016 and ISO 28000:2022 certification obtained	Certificates

6.2 The company at a glance

We are a private factory under the Factories Act 1948, registered under section 2(m)(i), organised as a partnership with national investment, as our annual return for 2025 records. Our workforce of 495 is made up entirely of men.

Certified systems

We held seven certified management systems from four certifying bodies, and Section 30 sets out what each certificate covers.

One customer

All of our output goes to a single Mumbai couture house. Our information security and supply chain security systems protect that customer's designs and its shipments.

Energy and water

Grid electricity is our main source of energy: 202.52 MWh, or 99.9% of our metered energy, with petrol for the company motorcycle making up the rest. Water comes from the municipal supply for domestic use only, and the consent permits 7,500 litres a day for that purpose.

6.3 Licences and consents

Licensed to operate

Our current licence to work a factory in Form 4, dated 16 February 2026, runs from 4 March 2026 to 31 December 2027. It permits a maximum of 500 workers on any day and 500 HP of installed power. The annual return also records an approved factory plan dated 21 August 2025 and a certificate of stability dated 22 August 2025.

The Maharashtra Pollution Control Board noted our White category intimation on 17 December 2025. The consent declares the product as readymade garments, hand embroidery and made-ups, domestic water of 7,500 litres a day from the municipal supply and domestic effluent of 500 litres a day to the municipal sewer. It declares no process emission, flue gas, generator set or hazardous waste. Abdul Hanif Jamadar signed the intimation as LLP Partner.

6.4 The workshop and its facilities

The workshop

The site is a ground-floor workshop under a sheet roof with two exit stairs, as our hazard identification and risk assessment describes it.

Table 6.2

Suhana Zari Arts LLP at a glance

ITEM	DETAIL	RECORD
Legal name	Suhana Zari Arts LLP	Certificate of Incorporation, Form 16
LLP identification number	ACP-9243	Certificate of Incorporation
Legal form	Limited liability partnership, incorporated on 17 July 2025 under section 12(1) of the Limited Liability Partnership Act 2008	Certificate of Incorporation
Name before incorporation	Suhana Zari Arts, the trading name of the business at the site	Site registers to October 2025
Factory category	Private factory, partnership, national investment; registered under section 2(m)(i) of the Factories Act 1948	Annual return for 2025
Site	Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027	Factory licence; Consent to Operate; e-waste manifest
Registered activity	Readymade garments, hand embroidery and made-ups	Consent to Operate
Certified scope	Design and manufacture of high-fashion hand-embroidered garment panels and accessories	ISO/IEC 27001 and ISO 37001 certificates
National industrial classification	14101	Factory licence; annual return for 2025
Customer	A single Mumbai couture house	Company declaration
Workforce	495 persons, all men, the 2 partners included	Annual return for 2025 and Form 7 record no female worker
Licensed ceiling	500 workers on any day; 500 HP installed power	Factory licence, Form 4
Environmental category	White	Consent to Operate, noted 17 December 2025
Grid electricity	202.52 MWh	BEST bills, two accounts serving the licensed units
Share of metered energy from the grid	99.9%	Grid electricity and petrol for the company motorcycle
Water	MCGM municipal supply for domestic use only, consented at 7,500 litres a day	Consent to Operate
Effluent	Domestic effluent of 500 litres a day to the MCGM sewer; no process effluent	Consent to Operate
Management systems	7 certified systems held during the year, from 4 certifying bodies	Section 30

Boundary: Suhana Zari Arts LLP, units 1A, 1B, 1C and 2/7, C.S. No. 708, FY 2025-26.

The annual return for 2025 records a canteen run through a contractor, a rest room, lockers and a changing room, six latrines and six urinals for men, and a written safety and health policy displayed on the notice board. A creche is not applicable because the site employs no women.

The annual return records fire-fighting equipment adequate under Rule 71-B and an on-site emergency plan in place, and evacuation drills were held on 16 October 2025 and 15 January 2026.

6.5 Our place in the value chain

From brief to dispatch

We work for a single Mumbai couture house, and we hold its designs and digital artwork under our ISO/IEC 27001:2022 information security system. Our suppliers of raw materials and packaging, from thread manufacturers to packaging vendors, are covered by our Sustainable Procurement Policy. Every stage from design to dispatch is done at our own units.

BEST supplies our electricity through the two accounts that serve the licensed units, and the Municipal Corporation of Greater Mumbai supplies water and takes our domestic effluent.

Table 6.3

Licences, consents and registrations

INSTRUMENT	ISSUED BY	DATE	TERMS
Certificate of Incorporation, Form 16	Registrar of Companies, Central Registration Centre, Manesar	17 July 2025	LLPIN ACP-9243; fresh incorporation under section 12(1), Limited Liability Partnership Act 2008
Consent under the White category	Maharashtra Pollution Control Board, SRO Mumbai I	Intimation of 17 December 2025, noted by the board	Readymade garments, hand embroidery and made-ups at 18,000 a month; domestic water 7,500 litres a day; domestic effluent 500 litres a day to the MCGM sewer
Licence to work a factory, Form 4	Directorate of Industrial Safety and Health, Maharashtra	Dated 16 February 2026; valid 4 March 2026 to 31 December 2027	Maximum 500 workers on any day; 500 HP installed power
Annual return, Form 27	Filed with the Directorate, Mumbai division	Declared 10 January 2026	Calendar 2025; factory licence renewed to 2027
Approved factory plan	Directorate of Industrial Safety and Health	21 August 2025	Declared on the annual return for 2025
Certificate of stability	Rule 3A, Maharashtra Factories Rules 1963	22 August 2025	Declared on the annual return for 2025
Electricity supply	BEST Undertaking	Monthly bills	Two accounts serving the licensed units, LT II commercial tariff, held by the utility account holder
Water supply	Municipal Corporation of Greater Mumbai	Municipal connection	Domestic use only; no process, cooling or boiler water

Terms as printed on each instrument; the consent's quantity column carries no unit.

Table 6.4

Facilities and provisions at the site

FACILITY OR PROVISION	POSITION DURING THE YEAR	RECORD
Canteen	Provided, run through a contractor	Annual return for 2025
Rest room or lunch room	Provided	Annual return for 2025
Lockers and changing room (Rule 75)	Provided	Annual return for 2025
Latrines for men (Rule 45(b))	6	Annual return for 2025
Urinals (Rule 48)	6	Annual return for 2025
Creche	Not applicable: no female workers	Annual return for 2025
Drinking water	Water coolers and a dispenser, tested by a NABL-accredited laboratory on 12 August 2025 and 4 February 2026	Laboratory reports; results in Section 17
First-aid box	At the entrance, with all required materials	Committee minutes, 15 January 2026
Fire-fighting equipment	Adequate under Rule 71-B; alarms, extinguishers, sprinklers and emergency lights in working order	Annual return for 2025; committee minutes
Evacuation plan	Displayed with emergency contact numbers	Annual return for 2025; committee minutes

Table 6.4 continues on the next page

Table 6.4, continued

FACILITY OR PROVISION	POSITION DURING THE YEAR	RECORD
On-site emergency plan	In place	Annual return for 2025
Safety and health policy and safe operating procedures	Written and displayed on the notice board	Annual return for 2025
Suggestion scheme	Operated	Annual return for 2025
Building	Ground-floor workshop under a sheet roof, with two exit stairs	Hazard identification and risk assessment

A collecting vendor removed 0.082 MT of non-hazardous waste from August 2025 to March 2026, and an authorised recycler took 16 articles of electronic waste on 26 December 2025. NABL-accredited laboratories monitor our air, noise and drinking water, and a certifying surgeon examines our workers.

Finished panels and accessories go to our customer under our ISO 28000:2022 supply chain security system.

Table 6.5

Our value chain at a glance

STAGE	WHO	WHAT PASSES	OUR CONTROL
Design brief	A single Mumbai couture house	Designs and digital artwork for couture garments and panels	ISO/IEC 27001:2022 information security
Materials	Suppliers of raw materials and packaging, from thread manufacturers to packaging vendors	Inputs to embroidery and packing	Sustainable Procurement Policy
Electricity	BEST Undertaking, two accounts serving the licensed units	202.52 MWh of grid electricity	Monthly BEST bills
Water	Municipal Corporation of Greater Mumbai	Municipal supply for domestic use, consented at 7,500 litres a day	Consent to Operate
Our workshop	Karigars and staff at the four licensed units	Designing, CAD digitizing, hand embroidery, checking, final inspection, packing	ISO 9001, ISO 14001, ISO 45001 and SA 8000 systems; contracted and outsourced processes nil
Dispatch	To the customer	Finished panels and accessories	ISO 28000:2022 supply chain security
Waste partners	A collecting vendor for general waste; an authorised recycler for electronic waste	0.082 MT of non-hazardous waste, August 2025 to March 2026; 16 articles of e-waste	Waste disposal record; e-waste manifest
Specialist services	NABL-accredited laboratories; a certifying surgeon	Monitoring of air, noise and water; medical examinations	Laboratory reports; Form 7 health register

7

The craft of zari

Karigars embroider couture panels by hand with zari, sequins and beads, at 382.2 lux near the working area in August 2025.

GRI 2-6, 403-7 | NGRBC Principles 2 and 3



Picture 8

Zari is metallic thread. Our karigars work it by hand, with needles, sequins and beads, into garment panels and accessories for a single Mumbai couture house.

The consent declares no process water and no process emission for the activity, and our domestic use of water is consented at 7,500 litres a day.

7.1 What we make

Panels and accessories

Our certified scope describes our work as the design and manufacture of high-fashion hand-embroidered garment panels and accessories. The SA 8000:2014 certificate adds the processes by name, hand embroidery, bead work and fringes, and the Consent to Operate registers the activity as readymade garments, hand embroidery and made-ups. Our Product End of Life Policy lists the materials those products contain: textiles and fabrics, metallic threads (zari), sequins, beads and embellishments.



Picture 9

7.2 From design to dispatch

Seven stages

Our ISO/IEC 27001 and ISO 37001 certificates name the stages in order: designing, CAD digitizing, hand embroidery, checking, final inspection, packing and dispatch. Table 7.2 sets out each stage and the record that names it.

At the frame

The embroidery stage is where our people spend their day. The Form 7 health register records hand embroidery as the nature of work for the karigars the certifying surgeon examined on 20 and 28 January 2026, with housekeeping and facility roles on its final page. Our hazard identification and risk assessment describes long hours of hand work with embroidery needles, seated at floor level, and the handling of sequins and beads.

Checking and inspection

The embroidered work is checked, and finished pieces are inspected again before packing. ISO 9001:2015 certification by Royal Impact Certification Ltd covers that quality system. Durable work rests on reinforced stitch density, high-grade backing fabrics and in-house inspection before dispatch.

7.3 Materials, tools and protection

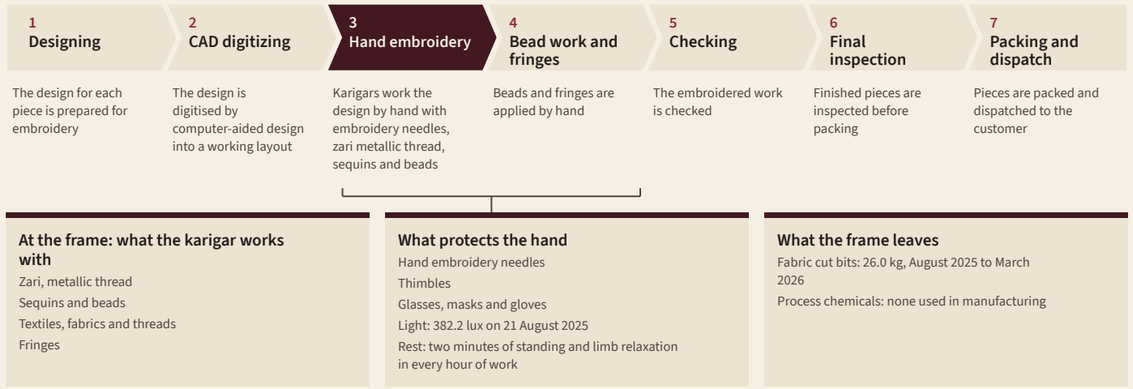
Materials

Zari, sequins, beads, fringes, textiles and threads are the materials of our work, and our Product End of Life Policy provides for

Figure 6

Seven steps take each piece from design to dispatch, all of them at our own licensed site.

Process steps, materials and protections at the frame



Steps, materials and protections as Tables 7.2 and 7.3 record them. The garnet step is the hand embroidery the certificates name.

Source: Tables 7.2 and 7.3.

Table 7.1

What we make, as each record describes it

WHAT WE MAKE	HOW THE RECORD DESCRIBES IT	RECORD
Hand-embroidered garment panels and accessories	Design and manufacture of high-fashion hand-embroidered garment panels and accessories	ISO/IEC 27001 and ISO 37001 certificates
Embroidery with bead work and fringes	Manufacture of hi-fashion hand-embroidered garment panels and accessories with the process of hand embroidery, bead work, fringes	SA 8000:2014 certificate
Garments and made-ups	Readymade garments, hand embroidery and made-ups	Consent to Operate
Hand embroidery garments	Hand embroidery garments, made-ups	Annual return for 2025
Embroidered textiles and embellishments	All categories of hand-embroidered products, including textiles, fabrics, metallic threads (zari), sequins, beads and embellishments	Product End of Life Policy

Table 7.2

From design to dispatch

STAGE	WHAT HAPPENS	NAMED IN
Designing	The design for each piece is prepared for embroidery	ISO/IEC 27001 and ISO 37001 certified scope
CAD digitizing	The design is digitised by computer-aided design into a working layout	Certified scope
Hand embroidery	Karigars work the design by hand with embroidery needles, zari metallic thread, sequins and beads	SA 8000 scope; Form 7 health register; hazard identification
Bead work and fringes	Beads and fringes are applied by hand	SA 8000:2014 certificate scope

Table 7.2 continues on the next page

the recovery of zari, beads and metallic embellishments at the end of a product's life. No chemicals are used in the process of manufacturing, as our SA 8000 statement for 2025 declares.

Table 7.2, continued

STAGE	WHAT HAPPENS	NAMED IN
Checking	The embroidered work is checked	Certified scope
Final inspection	Finished pieces are inspected before packing	Certified scope; ISO 9001:2015
Packing and dispatch	Pieces are packed and dispatched to the customer	Certified scope; ISO 28000:2022

Tools and protection

The karigar's tool is the hand embroidery needle, and our hazard register sets a work instruction on its safe handling. Our monthly check of protective equipment found thimbles, glasses, masks and gloves available at every check from September 2025 to March 2026. The same register calls for frequent sweeping to keep spilled beads clear, and sets two minutes of standing and limb relaxation in every hour of work, with tea breaks. A laboratory test on 21 August 2025 measured 382.2 lux near the working area, within the 300 to 500 lux band of IS 3646 (Part 1).

The work leaves fabric cut bits, which the collecting vendor takes each month with the site's general waste. The waste disposal record shows 26.0 kg of fabric cut bits collected from August 2025 to March 2026, part of the 0.082 MT of non-hazardous waste collected over those eight months.

7.4 The people of the craft

Roles in the workshop

Our workforce of 495 falls into five role categories, and Table 7.4 sets them out. The equal remuneration register describes the work as general labour and hand embroidery in skilled, semi-skilled and unskilled categories, and the Form 7 health register records hand embroidery, housekeeping and facility roles.

The craft is taught through daily in-line coaching on embroidery precision, thread management and material use, with senior artisans mentoring new recruits. The year's training rosters record 780 person-hours, and Section 21 reports them in full.

7.5 The working year

Six days a week

From August 2025 to March 2026 the workshop worked Monday to Saturday, rested on Sunday and closed for five named holidays, giving 203 working days. Table 7.5 sets out the calendar month by month.

The five holidays were Independence Day, Gandhi Jayanti, Diwali, Republic Day and Ramadan Eid. December 2025 had the most working days, at 27, and February 2026 the fewest, at 24.

7.6 Protecting the work

Controls on the work

Each stage of the work sits under a control, and seven of those controls are certified management systems. Our customer's designs and digital artwork are held under ISO/IEC 27001:2022, the shipment travels under ISO 28000:2022 supply chain security, and the karigar at the frame is covered by ISO 45001:2018 and our health and safety committee. Labour standards rest on SA 8000:2014, whose certificate records contracted and outsourced processes as nil.

The customer's health

Our Customer Health and Safety Policy, issued on 23 January 2025, sets requirements for the safety of the products we deliver. Section 25 reports how we apply it to the pieces we dispatch.

Table 7.3

Materials, tools and protection at the frame

ITEM	USE IN THE WORK	RECORD
Zari, metallic thread	Embroidery thread; the Product End of Life Policy provides for its recovery and reuse	Product End of Life Policy
Sequins and beads	Embellishment worked by hand; floors swept often to keep them clear	Hazard identification; Product End of Life Policy
Textiles, fabrics and threads	Base cloth and embroidery thread	Product End of Life Policy
Fringes	Applied by hand to panels and accessories	SA 8000:2014 certificate scope
Hand embroidery needles	The karigar's tool, with a work instruction on safe handling	Hazard identification and risk assessment
Thimbles	Protect the fingers at the needle; available at every monthly check	PPE availability check, September 2025 to March 2026
Glasses, masks and gloves	Available at every monthly check	PPE availability check
Light at the working area	382.2 lux on 21 August 2025, within the 300 to 500 lux band of IS 3646 (Part 1)	Laboratory test result
Rest	Two minutes of standing and limb relaxation in every hour of work, with tea breaks	Hazard identification and risk assessment
Process chemicals	None used in manufacturing	SA 8000 statement for 2025
Fabric cut bits	Offcuts collected monthly with general waste: 26.0 kg, August 2025 to March 2026	Waste disposal record, stamped by the collecting vendor

Table 7.4

The people of the craft, by role

ROLE CATEGORY	FY 2025-26	OF WHOM WOMEN
Governance body (partners)	2	0
Senior executives	8	0
Administrative and support staff	25	0
Technical and skilled employees	70	0
Semi-skilled and operational workers	390	0
Total workforce	495 persons	0

Boundary: every person employed at units 1A, 1B, 1C and 2/7, C.S. No. 708, FY 2025-26. Form 27 for 2025 declares no female worker, and the Form 7 health register records every person examined as male.

Table 7.5

The workshop calendar, August 2025 to March 2026

MONTH	DAYS IN MONTH	SUNDAYS	NAMED HOLIDAYS	WORKING DAYS
August 2025	31	5	1: Independence Day	25
September 2025	30	4	0	26
October 2025	31	4	2: Gandhi Jayanti, Diwali	25

Table 7.5 continues on the next page

Table 7.5, continued

MONTH	DAYS IN MONTH	SUNDAYS	NAMED HOLIDAYS	WORKING DAYS
November 2025	30	5	0	25
December 2025	31	4	0	27
January 2026	31	4	1: Republic Day	26
February 2026	28	4	0	24
March 2026	31	5	1: Ramadan Eid	25
August 2025 to March 2026	243	35	5	203

Source: the daily complaint register, whose serial number is the day of the month; each working day carries an entry. Monday to Saturday are working days.

Table 7.6

Controls that protect the work

WHAT IS PROTECTED	CONTROL	STANDARD OR POLICY, AND CERTIFYING BODY
Quality of the finished piece	Checking and final inspection before packing	ISO 9001:2015, Royal Impact Certification Ltd
Client designs and digital artwork	Information security management	ISO/IEC 27001:2022, QRO
The shipment to the customer	Supply chain security management	ISO 28000:2022, UK Certification & Inspection Limited
Integrity of our dealings	Anti-bribery management; Business Ethics Policy	ISO 37001:2016, QRO
The karigar at the frame	Health and safety management; committee; monthly PPE check	ISO 45001:2018, Royal Impact Certification Ltd
Labour standards	Social accountability management; contracted and outsourced processes nil	SA 8000:2014, Ozone Sustainability Management Systems
The environment of the workshop	Environmental management; White category consent	ISO 14001:2015, Royal Impact Certification Ltd
The customer's health	Customer health and safety requirements for products	Customer Health and Safety Policy
Materials at the end of a product's life	Recovery of zari, beads and metallic embellishments	Product End of Life Policy

Certificates print as standard and certifying body; each was held during FY 2025-26.

The consent declares no process water and no process emission for the activity, and our domestic use of water is consented at 7,500 litres a day.

8

The year in figures

We drew 202.52 MWh of grid electricity and emitted 632.36 tCO_2e in FY 2025-26, with no fatality or lost-time injury.

GRI 2-7, 302, 303, 305, 306, 403 | NGRBC Principles 3 and 6



Picture 10

Our two record tables run from FY 2022-23 to FY 2025-26, and their last column notes what each FY 2025-26 figure covers. Earlier years come from our records and our FY 2024-25 report.

8.1 Environment

Grid electricity

We drew 202.52 MWh (202,521 kWh) of grid electricity, compiled from the BEST bills of the two accounts that serve our licensed units. At 3.6 GJ to the MWh, electricity is 729.08 GJ, and energy within the organisation totals 729.82 GJ, or 1.47 GJ per person.

Emissions

Scope 2 is 143.79 tCO_2e, location-based. The grid emission factor is the Central Electricity Authority's 0.710 tCO_2e per MWh, from version 21.0 of its CO_2 Baseline Database, and the market-based figure is the same because we hold no renewable energy certificate. Scope 1 is 0.050 tCO_2e and Scope 3 is 488.52 tCO_2e, and the three scopes total 632.36 tCO_2e.

Comparing years

Grid electricity was 202.52 MWh, against 198.53 MWh in FY 2024-25 and 205.78 MWh in FY 2022-23. Total emissions were 632.36 tCO_2e, against 637.06 tCO_2e in FY 2024-25 and 694.16 tCO_2e in FY 2022-23.

Water and waste

Municipal water withdrawn was 3,673 KL on the company's monthly data return for the twelve months, all from the MCGM supply the Consent to Operate names as the only source. That is 134.2% of the 2,737.5 KL a year the consent permits for domestic use, and Section 17 sets out our response. Non-hazardous waste was 0.082 MT on the stamped vendor receipts for August 2025 to March 2026. Hazardous waste was nil in each of the four years, and 16 articles of electronic waste went to an authorised recycler on 26 December 2025 under manifest MFS00/25/512.

Grid electricity supplied 99.9% of metered energy. Petrol for the company motorcycle, 0.207 MWh, supplied the rest, and the renewable share of electricity was 0%.

8.2 People, safety and governance

Workforce and hours

Our workforce is 495, the two partners included. Every worker is a man, as the Form 27 annual return for calendar 2025 and the Form 7 health register both record. Hours worked are 1,042,965, or 2,107 per employee.

Safety

No fatality or high-consequence injury was recorded in any of the four years, and occupational ill health was nil apart from two cases in FY 2023-24. In FY 2025-26 the company's monthly data return records two first-aid cases, neither of them recordable, and no lost-time injury. The certifying surgeon examined 307 persons on 20 and 28 January 2026 and recorded every one fit, and we held evacuation drills on 16 October 2025 and 15 January 2026.

Training and conduct

The three signed training rosters record 780 person-hours, or 1.6 hours per employee on those rosters. The POSH Internal Committee's annual report for calendar 2025 returns nil harassment complaints.

Energy consumed
729.82 GJ
Electricity 729.08 GJ, petrol 0.745 GJ; 1 MWh = 3.6 GJ

Scopes 1 to 3
632.36 tCO_2e
Scopes 1, 2 and 3

Municipal water withdrawn
3,673 KL
Company's monthly data return, twelve months; MCGM supply, domestic use only

Hours worked
1,042,965
All employees, FY 2025-26

Figure 7

The year's thirty-six summary figures: fifteen on energy, emissions and water, twenty-one on people and conduct.

Summary figures, FY 2025-26

Energy, emissions and water, 15 figures	
Grid electricity	**202.52 MWh**
Petrol, company motorcycle	**0.207 MWh**
Energy within the organisation	**729.82 GJ**
Energy intensity	**1.47 GJ per person**
Scope 1 emissions	**0.050 tCO_2e**
Scope 2 emissions, location-based	**143.79 tCO_2e**
Scope 3 emissions	**488.52 tCO_2e**
Total GHG emissions	**632.36 tCO_2e**
GHG intensity	**1.28 tCO_2e per person**
Renewable share of electricity	**0%**
Municipal water withdrawn	**3,673 KL**
Groundwater and rainwater used	**0 KL**
Non-hazardous waste	**0.082 MT**
Hazardous waste	**0 MT**
Electronic waste to an authorised recycler	**16**

People and conduct, 21 figures	
Workforce	**495**
Women in the workforce	**0%**
Hours worked	**1,042,965**
Hours worked per employee	**2,107**
Work-related fatalities	**0**
High-consequence injuries	**0**
Lost-time injuries	**0**
First-aid cases	**2**
Occupational ill-health cases	**0**
Covered by the OHS management system	**495**
Emergency drills	**2**
Training	**780 person-hours**
Employees trained in diversity and inclusion	**100%**
Employees trained in ethics and anti-bribery	**100%**
Harassment or discrimination complaints	**0**
Whistleblower complaints	**0**
Confirmed corruption incidents	**0**
Confirmed data breaches	**0**
Child or forced labour incidents	**0**
Average annual wage	**INR 305,000**
Covered under ESI medical insurance	**100%**

Every FY 2025-26 figure of Tables 8.1 and 8.2.

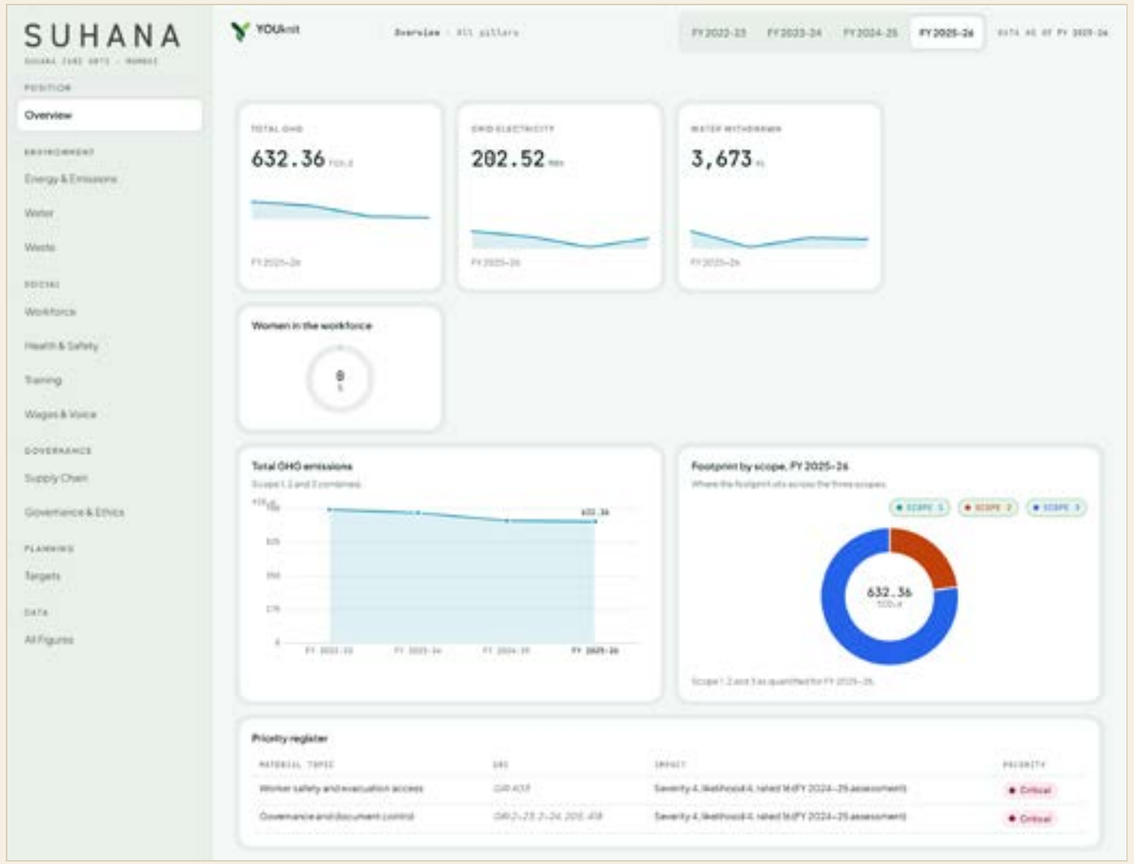
Source: Tables 8.1 and 8.2.

Our SA 8000 statement for 2025 declares every employee covered under the Employees' State Insurance Act. We declare training coverage of 100% in ethics and anti-bribery and 100% in diversity and inclusion; neither programme is on the three signed rosters. We also declare no confirmed corruption incident and no confirmed data breach for the year, and the incident registers that will record them open in FY 2026-27.

Figure 8

The Overview screen sets total emissions, grid electricity and water withdrawn beside the footprint by scope.

YOUknit, Overview screen, FY 2025-26 view



The Overview screen sets total emissions, grid electricity and water withdrawn for FY 2025-26, and gives the share of women in the workforce. It charts total emissions for each year from FY 2022-23 and the footprint by scope for FY 2025-26. Its priority register shows its first two material topics, with the severity, likelihood and rating our FY 2024-25 assessment gave each. Section 36.9 sets out how a figure on this screen traces to this report and to its record, and how the data is protected. Its FY 2025-26 figures are in Tables 8.1 and 8.2, and the register's ratings in Table 13.3.

Source: YOUknit, edited as Section 36.9 states; figures as Tables 8.1, 8.2 and 13.3.

Table 8.1

Environmental record, FY 2022-23 to FY 2025-26

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Grid electricity (MWh)	205.78	203.25	198.53	202.52	BEST bills of the two accounts serving the licensed units
Petrol, company motorcycle (MWh)	0.28	0.27	0.21	0.207	Fuel for the company motorcycle
Energy within the organisation (GJ)	741.82	732.67	715.46	729.82	Electricity 729.08 GJ, petrol 0.745 GJ; 1 MWh = 3.6 GJ

Table 8.1 continues on the next page

Table 8.1, continued

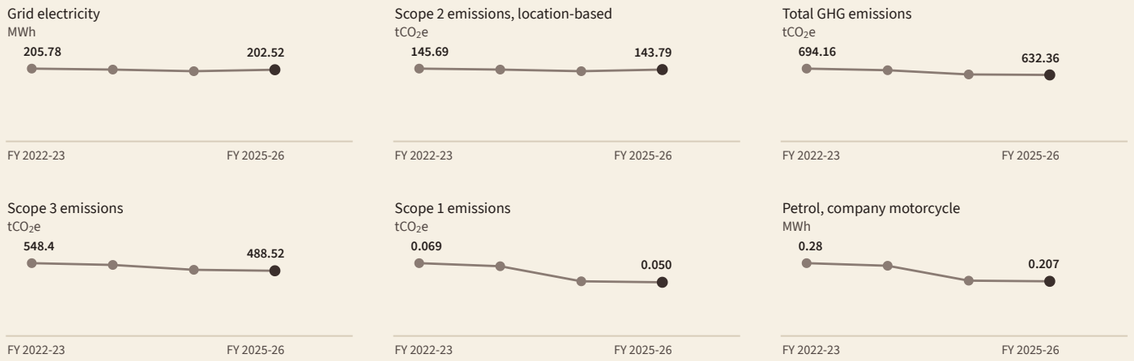
MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Energy intensity (GJ per person)	1.52	1.48	1.45	1.47	Energy within the organisation per person of the workforce
Scope 1 emissions (tCO_2e)	0.069	0.066	0.051	0.050	No stationary source on the Consent to Operate
Scope 2 emissions, location-based (tCO_2e)	145.69	143.90	140.56	143.79	CEA v21.0 factor, 0.710 tCO_2e per MWh; market-based identical
Scope 3 emissions (tCO_2e)	548.4	534.24	496.45	488.52	Indirect emissions in the value chain
Total GHG emissions (tCO_2e)	694.16	678.21	637.06	632.36	Scopes 1, 2 and 3
GHG intensity (tCO_2e per person)	1.42	1.37	1.29	1.28	Total emissions per person of the workforce
Renewable share of electricity (%)	n/c	n/c	n/c	0	Both accounts on BEST's LT II commercial tariff; no on-site generation
Municipal water withdrawn (KL)	4,189	3,170	3,758	3,673	Company's monthly data return, twelve months; MCGM supply, domestic use only
Groundwater and rainwater used (KL)	0	0	0	0	Nil: the Consent to Operate names MCGM supply as the only source
Non-hazardous waste (MT)	103.87	103.21	99.95	0.082	FY 2025-26: stamped vendor receipts, August 2025 to March 2026
Hazardous waste (MT)	0	0	0	0	Nil: the Consent to Operate declares no hazardous waste
Electronic waste to an authorised recycler (articles)	n/c	n/c	n/c	16	Manifest MFS00/25/512, pickup 26 December 2025

Boundary: the licensed units at Jetha Compound, Mumbai. n/c: not comparable year on year.

Figure 9

Grid electricity and Scope 2 for FY 2025-26 come from the BEST bills of the two accounts.

Each measure on its own scale, FY 2022-23 to FY 2025-26



Each panel runs on its own scale from zero.

Source: Table 8.1.

Table 8.2

People, safety and governance record, FY 2022-23 to FY 2025-26

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Workforce (persons)	489	495	495	495	All persons employed at the licensed units
Women in the workforce (%)	0	0	0	0	Form 27 for calendar 2025 declares no female worker; Form 7 records every person examined as male
Hours worked	1,046,949	1,059,795	1,059,795	1,042,965	All employees, FY 2025-26
Hours worked per employee	2,141	2,141	2,141	2,107	Average across all employees
Work-related fatalities	0	0	0	0	Form 27 for calendar 2025; company's monthly data return; accident register, March 2026
High-consequence injuries	0	0	0	0	Company's monthly data return; SA 8000 statement for 2025: nil accidents; accident register, March 2026
Lost-time injuries	0	0	0	0	Company's monthly data return; accident register, March 2026
First-aid cases	2	0	0	2	Company's monthly data return; neither case recordable under GRI 403-9
Occupational ill-health cases	0	2	0	0	Company's monthly data return; Form 27: no notifiable disease
Covered by the OHS management system (persons)	489	495	495	495	ISO 45001:2018 system held during the year
Emergency drills	n/c	n/c	n/c	2	Drill assessments of 16 October 2025 and 15 January 2026
Training (person-hours)	n/c	n/c	n/c	780	Rosters of three sessions, October 2025 to January 2026
Employees trained in diversity and inclusion (%)	100	100	100	100	The company's declaration; not on the three signed rosters
Employees trained in ethics and anti-bribery (%)	100	100	100	100	The company's declaration; not on the three signed rosters
Harassment or discrimination complaints	0	0	0	0	Complaint register, August 2025 to March 2026; POSH annual report, calendar 2025
Whistleblower complaints	0	0	0	0	Grievance and whistleblower register, August 2025 to March 2026
Confirmed corruption incidents	0	0	0	0	The company's declaration; the incident register opens in FY 2026-27
Confirmed data breaches	0	0	0	0	The company's declaration; the incident register opens in FY 2026-27
Child or forced labour incidents	0	0	0	0	Form 7: the youngest person examined is 20; no incident in any register
Average annual wage (INR)	275,000	290,000	305,000	305,000	Average across all employees
Covered under ESI medical insurance (%)	100	100	100	100	The company's declaration in its SA 8000 statement for 2025: all employees under the ESI Act

Boundary: all persons employed at the licensed units, FY 2022-23 to FY 2025-26. n/c: not comparable year on year.

9

Highlights

Our workforce of 495 recorded no fatality or lost-time injury in FY 2025-26, and seven management systems held certification.

GRI 2-7, 302, 305, 403, 405 | NGRBC Principles 1, 3 and 6



Picture 11

Table 9.1 gives our headline measures for FY 2025-26, and Table 9.2 names the seven management systems we held, with the body that certified each.

Certification

Four certifying bodies issued the seven certificates. ISO/IEC 27001:2022, ISO 37001:2016 and ISO 28000:2022 were certified during the year. That met the ISO 37001 objective of our Business Ethics Policy ahead of its 2027 deadline, and the ISO 28000 certificate, dated 16 October 2025, met the October 2025 objective our FY 2024-25 report set.

Where the year leaves us

Scope 3 of 488.52 tCO_2e is 77.7% of the total, and Scope 2 of 143.79 tCO_2e is 22.7%. Water withdrawal of 3,673 KL was 134.2% of the 2,737.5 KL a year our consent permits. Training on the three signed rosters, 1.6 hours per employee, stands against our target of 12 hours or more by 2027, which Section 31 tracks with the rest of our targets to 2030.

Grid electricity

202.52 MWh

Compiled from the BEST bills of the two accounts serving our licensed units.

Total emissions

632.36 tCO_2e

Scope 1 is 0.050 tCO_2e, Scope 2 is 143.79 tCO_2e and Scope 3 is 488.52 tCO_2e.

Emission intensity

1.28 tCO_2e

Per person, for a workforce of 495, the two partners included.

Grid share of metered energy

99.9%

Petrol for the company motorcycle, 0.207 MWh, is our only other energy, and the Consent to Operate declares no boiler or generator.

Hours worked

1,042,965,

Or 2,107 per employee.

Fatalities and lost-time injuries

0

The company's monthly data return records none for FY 2025-26, Form 27 records no accident in calendar 2025, and the two first-aid cases of the year are not recordable under GRI 403-9.

Found fit at medical examination

307

Persons. The certifying surgeon examined them on 20 and 28 January 2026 and certified every one fit.

Evacuation time

1

Minute 20 seconds. The head count in the drill of 16 October 2025 was 398 of 398, and a second drill followed on 15 January 2026.

Training attendances

810

The signed rosters of three sessions, on 16 October 2025, 8 January 2026 and 15 January 2026, record 780 person-hours, or 1.6 hours per employee.

Hazardous waste

0 MT

The Consent to Operate declares none, and 16 articles of electronic waste went to an authorised recycler on 26 December 2025.

Wages at or above the statutory minimum

100%

Our SA 8000 statement for 2025 declares full compliance with the Minimum Wages Act, with wages paid by the 7th of every month and no fines deducted.

Harassment complaints

0

The POSH Internal Committee's annual report for calendar 2025, filed with the District Officer on 2 January 2026, returns nil.

Table 9.1

Headline measures for FY 2025-26

MEASURE	FY 2025-26
Grid electricity	202.52 MWh
Energy within the organisation	729.82 GJ
Scope 2 emissions, location-based	143.79 tCO_2e
Total GHG emissions	632.36 tCO_2e
Emission intensity	1.28 tCO_2e per person
Workforce	495 persons
Hours worked	1,042,965 hours
Work-related fatalities and lost-time injuries	0

Table 9.1 continues on the next page

Table 9.1, continued

MEASURE	FY 2025-26
Persons examined and found fit	307
Training	780 person-hours on three signed rosters; 1.6 hours per employee
Complaints in the daily register	0 in 203 working days
Harassment complaints	0
Hazardous waste	0 MT
Certified management systems	7 standards

Boundary: the licensed units at Jetha Compound, Mumbai, FY 2025-26; harassment complaints cover calendar 2025.

Table 9.2

Management systems certified during FY 2025-26, by standard and certifying body

STANDARD	MANAGEMENT SYSTEM	CERTIFYING BODY
ISO 9001:2015	Quality management	Royal Impact Certification Ltd
ISO 14001:2015	Environmental management	Royal Impact Certification Ltd
ISO 45001:2018	Occupational health and safety	Royal Impact Certification Ltd
SA 8000:2014	Social accountability	Ozone Sustainability Management Systems
ISO/IEC 27001:2022	Information security	QRO
ISO 37001:2016	Anti-bribery management	QRO
ISO 28000:2022	Security management for the supply chain	UK Certification & Inspection Limited

Boundary: the seven management-system certificates held for the site during FY 2025-26, by standard and certifying body.

Scope 3 of 488.52 tCO_2e is 77.3% of the total, and Scope 2 of 143.79 tCO_2e is 22.7%.

10

Strategy, pillars and objectives

Three pillars carry our strategy, and two governance objectives, ISO 37001 and ISO 28000 certification, were met in FY 2025-26.

GRI 2-22, 2-23, 3-3 | NGRBC Principle 1



Picture 12

Our strategy rests on the three pillars our FY 2024-25 report set out: environmental stewardship, social responsibility and governance excellence. Each pillar takes its commitments from our controlled policies and its management system from a certified standard, and Table 10.2 measures each against its objectives.

10.1 The three pillars

Environmental stewardship

The Environment Policy SZA-COMP-15 commits us to cut energy intensity by 30% by 2030, to reach 100% renewable electricity by 2035 and to reach net zero by 2040, each against a 2024 base year. Its FY 2025-26 measures are grid electricity of 202.52 MWh, compiled from the BEST bills of the two accounts serving our units, and total emissions of 632.36 tCO_2e. The Environment Management Procedure SZA/ENVI/PL/29, revised on 1 September 2025, sets the site routines for waste, energy, water and emergency response within our ISO 14001:2015 system.

Social responsibility

Eight documents govern how we employ, pay and protect our artisans, within SA 8000:2014 and ISO 45001:2018 systems. The Living Wage Policy SZA-COMP-14 commits us to pay every employee at least 30% above the statutory minimum by FY 2027. On the skilled Zone I minimum of INR 16,807 a month, that floor is INR 262,189 a year, and our average annual wage of INR 305,000 is 16.3% above it; the salaries register by grade will show each employee's position from FY 2026-27. The company's monthly data return records no fatality and no lost-time injury for the year.

Governance excellence

The Business Ethics Policy SZA-COMP-06 sets zero tolerance of bribery, and our Whistleblower Policy (SZA-COMP-06) and Whistleblower and Vigil Mechanism Policy (SZA/WB/PL/08) give workers, suppliers and partners a protected route for concerns. QRO certified our ISO 37001:2016 and ISO/IEC 27001:2022 systems during the year. We also obtained ISO 28000:2022 certification for supply chain security, an objective our FY 2024-25 report had set.

The pillars map onto the sixteen material topics of Section 13. Six topics sit under governance, eight under social responsibility and two under environmental stewardship, which reflects a site whose environmental footprint is grid electricity and domestic water. Our FY 2024-25 report aligned environmental stewardship with SDGs 7, 12 and 13, social responsibility with SDGs 3, 4, 8 and 10, and governance excellence with SDGs 16 and 17.

10.2 Objectives, baselines and positions

Table 10.2 sets each objective against its baseline, target and deadline, then states our FY 2025-26 position. The objectives come from the targets framework in our FY 2024-25 report and from the quantitative sections of our policies. Section 31 carries the full target set to 2030 and beyond.

Training per employee	Renewable electricity	Female representation	ISO 37001 certification
1.6 hours	0%	0%	Met
Target: 12 or more by 2027; 15 or more by 2030	Target: 100% renewable by 2035	Target: 20% in artisanal roles by FY 2027	Target: Certification by 2027

Figure 10

Three pillars carry the seven certified systems and the sixteen material topics between them.

Certified systems, policies, material topics and SDGs, by pillar

Environmental stewardship	Social responsibility	Governance excellence
Certified systems: ISO 14001:2015	Certified systems: SA 8000:2014; ISO 45001:2018	Certified systems: ISO 37001:2016; ISO/IEC 27001:2022; ISO 28000:2022; ISO 9001:2015
Controlled policies and procedures: 3	Controlled policies and procedures: 8	Controlled policies and procedures: 4
2 material topics	8 material topics	6 material topics
Energy and utility attribution	Worker safety and evacuation access	Governance and document control
Waste handling and vendor authorisation	Drinking water and pantry hygiene	Statutory licensing continuity
	Fair wages	Boundary and shared premises
	Workforce composition and gender	Supply chain instruments
	Working time and rest	Commitments already published
	Light, air and noise	Data integrity and record keeping
	Skills and training	
	Worker voice and grievance	
SDGs in our FY 2024-25 report: 7, 12, 13	SDGs in our FY 2024-25 report: 3, 4, 8, 10	SDGs in our FY 2024-25 report: 16, 17

How progress is reviewed, across all three pillars and the 16 topics

Baseline year, FY 2023-24 — Mid-term review, FY 2026-27 — Long-term checkpoint, FY 2029-30

Systems, policies, topics and goals by pillar as Table 10.1 sets them; Section 15 maps the documents themselves.

Source: Tables 10.1 and 10.3.

Objectives met

Two governance objectives were met during the year. ISO 37001 certification, due by 2027 under the Business Ethics Policy, and ISO 28000 certification, set in our FY 2024-25 targets framework for October 2025, were both achieved, the second on 16 October 2025. The safety objective of zero recordable incidents held for FY 2025-26 on the company's monthly data return.

Objectives still to reach

Training reached 1.6 hours per employee against a target of 12 hours or more by 2027, with 780 person-hours on the rosters of three sessions. Women made up 0% of the workforce against the FY 2024-25 report's objective of 20% female representation in artisanal roles by FY 2027. Renewable electricity was 0% against the Environment Policy's target of 100% by 2035, and our FY 2024-25 report dates a rooftop installation to FY 2026-27 as the first step towards it.

Baselines

Our FY 2024-25 report set its Scope 2 and energy baselines in FY 2023-24. Table 10.2 gives the Scope 2 baseline of 143.90 tCO_2e and the FY 2025-26 position of 143.79 tCO_2e against it. Section 36 sets out the restatements.

Table 10.1

The three pillars, with the policies, certified systems and material topics behind each

PILLAR	POLICIES THAT SET IT	CERTIFIED SYSTEMS	FY 2025-26 MATERIAL TOPICS	SDGS IN OUR FY 2024-25 REPORT
Environmental stewardship	Environment Policy SZA-COMP-15; Environment Management Procedure SZA/ENVI/PL/29; Product End of Life Policy SZA-COMP-06	ISO 14001:2015	Energy and utility attribution; waste handling and vendor authorisation	7, 12, 13
Social responsibility	Labour and Human Rights SZA-COMP-13; Living Wage SZA-COMP-14; Anti-Discrimination SZA-COMP-11; Child Labour SZA-COMP-10; Customer Health and Safety SZA-COMP-12; Grievance SZA/GRI/PL/11; Freedom of Association and Collective Bargaining SZA/FOA/PL/27; Remuneration SZA/REM/PL/45	SA 8000:2014; ISO 45001:2018	Worker safety and evacuation access; drinking water and pantry hygiene; fair wages; workforce composition and gender; working time and rest; light, air and noise; skills and training; worker voice and grievance	3, 4, 8, 10
Governance excellence	Business Ethics SZA-COMP-06; Whistleblower SZA-COMP-06; Whistleblower SZA/WB/PL/08; Sustainable Procurement SZA-COMP-15	ISO 37001:2016; ISO/IEC 27001:2022; ISO 28000:2022; ISO 9001:2015	Governance and document control; statutory licensing continuity; boundary and shared premises; supply chain instruments; commitments already published; data integrity and record keeping	16, 17

Boundary: the three pillars of the company's FY 2024-25 report, mapped to the controlled documents and certificates held during FY 2025-26.

Table 10.2

Objectives by pillar, with baseline, target, deadline and FY 2025-26 position

PILLAR	OBJECTIVE AND SOURCE	BASELINE	TARGET AND DEADLINE	FY 2025-26 POSITION
Environmental	Energy intensity, Environment Policy SZA-COMP-15	Base year 2024, as the policy sets it	30% reduction by 2030	729.82 GJ; 1.47 GJ per person
Environmental	Renewable electricity, Environment Policy SZA-COMP-15	Base year 2024	100% renewable by 2035	0%: both BEST accounts on the LT II commercial tariff
Environmental	Total emissions, Environment Policy SZA-COMP-15	Base year 2024	Net zero by 2040	632.36 tCO_2e
Environmental	Scope 2 emissions, FY 2024-25 targets framework	143.90 tCO_2e in FY 2023-24	10% absolute reduction by 2027; 20% by 2030	143.79 tCO_2e
Environmental	Rooftop solar, FY 2024-25 report commitment	Commitment set in the FY 2024-25 report	Feasibility study and rooftop installation by FY 2026-27	Renewable generation nil during the year
Environmental	Hazardous waste, FY 2024-25 targets framework	0 MT in FY 2024-25	Maintain zero, 2027 and 2030	0 MT
Social	Recordable health and safety incidents, FY 2024-25 targets framework	0 recordable injuries, FY 2025-26	Maintain zero, 2027 and 2030	0 recordable injuries; 0 lost-time injuries
Social	Training hours per employee, FY 2024-25 targets framework	1.6 hours, FY 2025-26, three signed rosters	12 or more by 2027; 15 or more by 2030	1.6 hours per employee on the three signed rosters

Table 10.2 continues on the next page

10.3 How we review progress

Review points

Our FY 2024-25 report set FY 2023-24 as the first baseline year, FY 2026-27 as the mid-term review of our intensity goals and FY 2029-30 as the first long-term checkpoint, with an independent audit. Each 2025 policy provides for an annual review; the Product End of Life Policy fixes its review in January and the Anti-Discrimination Policy in the first quarter.

Table 10.2, continued

PILLAR	OBJECTIVE AND SOURCE	BASELINE	TARGET AND DEADLINE	FY 2025-26 POSITION
Social	Wage level, Living Wage Policy SZA-COMP-14	Policy issued 23 January 2025	Every employee at least 30% above the statutory minimum by FY 2027	INR 305,000 average annual wage, 16.3% above the policy floor of INR 262,189 a year on the skilled Zone I minimum of INR 16,807 a month; each employee's position from the FY 2026-27 salaries register
Social	Living wage coverage, FY 2024-25 targets framework	Target set in the FY 2024-25 report	Maintain 100%, 2027 and 2030	100% paid at or above the statutory minimum, SA 8000 statement for 2025
Social	Diversity and inclusion training, Anti-Discrimination Policy SZA-COMP-11	100% in FY 2024-25	100% completion by 2027	100%, as the company declares
Social	Human rights, safety and anti-harassment training, Labour and Human Rights Policy SZA-COMP-13	Policy issued 23 January 2025	100% of employees and artisans trained each year by 2026	100% of employees trained on safety, environment and product in calendar 2025, as the company declares in its SA 8000 statement for 2025
Social	Grievance coverage, Labour and Human Rights Policy SZA-COMP-13	Policy issued 23 January 2025	100% of employees covered by grievance and dialogue channels by 2026	100%: the Grievance Procedure and Policy SZA/GRI/PL/11 covers every employee
Social	Female representation, FY 2024-25 report commitment	0% in FY 2024-25	20% in artisanal roles by FY 2027	0%: no female worker (Form 27, Form 7)
Governance	ISO 37001 certification, Business Ethics Policy SZA-COMP-06	Target set 23 January 2025	Certification by 2027	Met: ISO 37001:2016 certified by QRO during the year
Governance	ISO 28000 certification, FY 2024-25 targets framework	In progress in FY 2024-25	Certified by October 2025	Met: certified to ISO 28000:2022 by UK Certification & Inspection Limited on 16 October 2025
Governance	Ethics and anti-bribery training, FY 2024-25 targets framework	100% in FY 2024-25	Maintain 100%, 2027 and 2030	100%, as the company declares
Governance	Whistleblower complaints, FY 2024-25 targets framework	0 in FY 2024-25	Maintain zero, 2027 and 2030	0, grievance and whistleblower register, August 2025 to March 2026
Governance	Code of conduct violations, FY 2024-25 targets framework	0 in FY 2024-25	Maintain zero, 2027 and 2030	0: no charge sheet, suspension, dismissal or warning notice in 2025

Boundary: the licensed units, FY 2025-26; baselines are as the source document sets them, with Scope 2 as restated in Section 36. n/c: not comparable year on year.

Risk and materiality cycles

Our hazard identification and risk assessment sets its own review date, and the 2026 training planner, approved on 2 January 2026, schedules the site risk assessment for January and June. The materiality assessment follows the biennial cycle our FY 2024-25 report sets, which places its next full scoring in FY 2026-27.

Accountability

Our FY 2024-25 report placed overall ESG governance with the Managing Director, the title under which Abdul Hanif Jamadar signed it. In the LLP that responsibility sits with the partners, and each functional lead answers for the parameters in their area. A partner signs each 2025 policy as signatory authority, and the procedures of the 2022 series carry a partner's approval with the Managing Director as document owner.

10.4 The year ahead

Commitments dated FY 2026-27

Our FY 2024-25 report dates six commitments to FY 2026-27, and they set the programme for the coming year. Three concern energy: a completed solar feasibility study with a planned rooftop installation, a 10% cut in energy intensity and a formal carbon-accounting methodology with reduction targets. The other three are a rainwater harvesting design for 25% of demand, compostable garment pouches and the mid-term review of our intensity goals. Section 31 carries each with its baseline and the FY 2025-26 position against it.

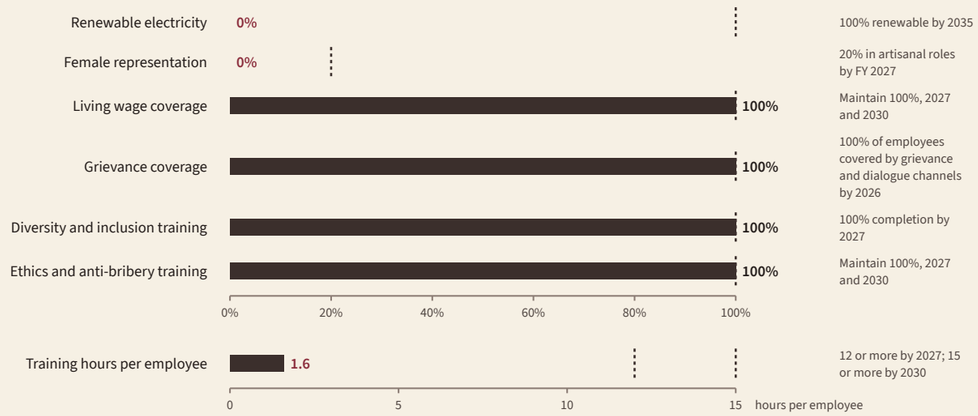
Targets dated 2026

Our 2025 policies set further targets for calendar 2026. Among them are every tier-one supplier signing our supplier code, annual human rights, safety and anti-harassment training for

Figure 11

Training reached 1.6 hours per employee against 12 by 2027; renewable electricity and female representation stood at 0%.

FY 2025-26 position against target: percent, and hours per employee



A bar is the FY 2025-26 position and each dotted line a target the table states, as written at the right.

Source: Table 10.2.

Table 10.3

Review checkpoints for our strategy and policies

CHECKPOINT	WHEN	WHAT IT COVERS	SET IN
Baseline year	FY 2023-24	The first measurable KPIs across environment, social and governance	FY 2024-25 report, targets framework
Surveillance audits	Every year of each certificate cycle	Conformity of the seven certified management systems	The seven certificates
Policy reviews	Every year; the Product End of Life Policy each January, the Anti-Discrimination Policy each first quarter	Relevance, legal updates and progress against each policy's targets	Review section of each 2025 policy
Hazard assessment review	On the review date the assessment sets	The 28 hazard lines under 26 numbered activities	Hazard identification and risk assessment
Risk assessment in the training planner	January and June 2026	Scheduled risk assessment of the site	Social Accountability Training Planner, 2 January 2026
Materiality review	Biennial; FY 2026-27 on that cycle	The topic list and the scores behind it	FY 2024-25 report, materiality section
Mid-term review	FY 2026-27	Intensity goals for emissions, energy, water and waste	FY 2024-25 report, review framework
Long-term checkpoint	FY 2029-30	Progress validated by an independent audit, baselines recalibrated, post-2030 objectives set	FY 2024-25 report, review framework

Boundary: review points the company's own documents set for its strategy, policies and certified systems.

every employee and artisan, and an anonymous reporting mechanism. The Labour and Human Rights Policy also commits us to cover every employee through grievance and collective dialogue channels in the same year, building on the Grievance Procedure and Policy and the safety committee that ran during FY 2025-26.

11

How we create value

One licensed Byculla workshop turns 202.52 MWh of electricity and the skill of 495 people into hand-embroidered couture panels.

GRI 2-6, 2-7 | NGRBC Principles 2 and 3



Picture 13

We turn the hand skills of our artisans and 202.52 MWh of grid electricity into hand-embroidered couture panels for a single Mumbai couture house, from one licensed site at Jetha Compound, Byculla East. Financial figures sit outside the scope of this report, so we describe value through the non-financial capitals.

11.1 What we draw on

Human capital

Our workforce of 495 comprises the 2 partners of the governance body, 8 senior executives, 25 administrative and support staff, 70 technical and skilled employees and 390 semi-skilled and operational workers. They worked 1,042,965 hours, or 2,107 hours per employee.



Picture 14

Natural capital

Grid electricity of 202.52 MWh and petrol of 0.207 MWh for the company motorcycle make up our energy. Municipal water of 3,673 KL, on the company's monthly data return, serves domestic use only, and the Consent to Operate records no process, cooling or boiler water.

Figure 12

Six capitals feed one workshop, whose returns run from 495 jobs to 16 e-waste articles recycled.

Capitals, business model and outcomes, FY 2025-26

What we draw on

Human
Artisans and staff, all directly employed
495 persons
Hours worked
1,042,965 hours

Natural
Grid electricity
202.52 MWh
Petrol for the company motorcycle
0.207 MWh
Municipal water, domestic use only
3,673 KL

Manufactured
Licensed units
Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Byculla East
Licensed ceilings
500 workers; 500 HP of installed power
Declared production
18,000 a month of readymade garments, hand embroidery and made-ups

Intellectual
Design interpretation and CAD digitizing on site
Within the certified scope of ISO/IEC 27001:2022

Organisational
Controlled documents
15 documents in force: 10 policies of 2025, 4 procedures of the 2022 series and the vigil mechanism policy; the register also holds the 2024 first edition of the Product End of Life Policy

Social and relationship
Our customer and our wider stakeholders
One Mumbai couture house; SA 8000 communication to local authorities

How we use it

Materials in → Design and CAD digitizing → Hand embroidery → Checking and final inspection → Packing and dispatch → Waste out

What it returns in FY 2025-26

For our people
Employment
495 persons, all directly employed
Pay
INR 305,000 average annual wage
Pay discipline
Wages paid by the 7th of every month; no fines deducted
Social security
100% of employees covered under the ESI and EPF Acts, as the company declares
Health
307 persons examined, every one fit
Safety
0 fatalities; 0 lost-time injuries; 0 recordable injuries
Skills
780 person-hours; 1.6 hours per employee

For the environment
Emissions
632.36 tCO_2e; 1.28 tCO_2e per person
Value-chain share of emissions
77.3% in Scope 3
Waste
0.082 MT non-hazardous to a vendor; 16 articles of electronic waste recycled; 0 MT hazardous

For trust
Integrity
0 confirmed corruption incidents, as the company declares

Capitals from Table 11.1, the model from Table 11.2 and the outcomes from Table 11.3.

Source: Tables 11.1, 11.2 and 11.3.

Manufactured capital

Units 1A, 1B, 1C and 2/7 at C.S. No. 708, Jetha Compound, are licensed under the Factories Act for up to 500 workers and 500 HP of installed power. The Consent to Operate records our product as readymade garments, hand embroidery and made-ups.

Intellectual and organisational capital

Design interpretation and CAD digitizing happen on site, within an ISO/IEC 27001:2022 system that protects the unreleased design material our customer entrusts to us. Our controlled policies and procedures codify the work, within seven certified management systems.

Social and relationship capital

We supply a single couture house. Through our SA 8000 system we communicate our social accountability policy and complaint procedures to workers and to local authorities.

Table 11.1

What we draw on, by capital, FY 2025-26

CAPITAL	WHAT WE DRAW ON	FY 2025-26 MEASURE	NOTE
Human	Artisans and staff, all directly employed	495 persons	All persons employed at the licensed units
Human	Role mix	2 governance body (partners); 8 senior executive; 25 administrative and support; 70 technical and skilled; 390 semi-skilled and operational	Every role at the licensed units, partners included
Human	Hours worked	1,042,965 hours	All employees, FY 2025-26
Natural	Grid electricity	202.52 MWh	BEST bills of the two accounts serving the licensed units
Natural	Petrol for the company motorcycle	0.207 MWh	Fuel for the company motorcycle
Natural	Municipal water, domestic use only	3,673 KL	Company's monthly data return; process water nil on the Consent to Operate
Manufactured	Licensed units	Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Byculla East	Factory licence
Manufactured	Licensed ceilings	500 workers; 500 HP of installed power	Factory licence, valid 4 March 2026 to 31 December 2027
Manufactured	Declared production	18,000 a month of readymade garments, hand embroidery and made-ups	Consent to Operate, 17 December 2025
Intellectual	Design interpretation and CAD digitizing on site	Within the certified scope of ISO/IEC 27001:2022	Certificate held during the year
Organisational	Controlled documents	15 documents in force: 10 policies of 2025, 4 procedures of the 2022 series and the vigil mechanism policy; the register also holds the 2024 first edition of the Product End of Life Policy	Policy register, Table 15.1
Social and relationship	Our customer and our wider stakeholders	One Mumbai couture house; SA 8000 communication to local authorities	SA 8000:2014 system; stakeholder letter of 5 January 2026

Boundary: the licensed units at Jetha Compound, Mumbai, FY 2025-26; financial capital is outside the scope of this report.

11.2 What we do

Every process runs at the licensed site. The SA 8000:2014 certificate records hand embroidery, bead work and fringes in its scope, with contracted and outsourced processes both nil. The ISO certificates add designing, CAD digitizing, checking, final inspection, packing and dispatch.

Craft at the frame

Hand embroidery, bead work and fringes are worked by hand at embroidery frames. Our hazard identification and risk assessment sets a two-minute stand-up and limb relaxation for every hour of work, with tea breaks and refreshments.

11.3 What comes out

Employment and pay

Our SA 8000 statement for 2025 records wages paid by the 7th of every month with no fines deducted. It also declares every employee covered under the Employees' State Insurance Act and the Employees' Provident Fund Act. The average annual wage of INR 305,000 stands above the notified minimum of INR 197,880 a year.

Health and safety

The company's monthly data return records no fatality, no lost-time injury and no recordable injury for the year. The certifying surgeon examined 307 persons on 20 and 28 January 2026 and recorded every one fit.

Table 11.2

Our value chain, stage by stage

STAGE	WHAT HAPPENS	WHERE	RECORD
Materials in	Fabric, thread and embellishments are received for embroidery	Licensed units	Sustainable Procurement Policy SZA-COMP-15
Design and CAD digitizing	The customer's designs are interpreted and digitized for the frame	On site	ISO/IEC 27001:2022 and ISO 37001:2016 scopes
Hand embroidery	Hand embroidery, bead work and fringes at the frame, with zari among the metallic embellishments	On site; contracted and outsourced processes nil	SA 8000:2014 scope; Product End of Life Policy SZA-COMP-06
Checking and final inspection	Each panel is checked before release	On site	ISO/IEC 27001:2022 and ISO 37001:2016 scopes
Packing and dispatch	Finished panels are packed and dispatched to the customer	On site	ISO 28000:2022 scope
Waste out	Segregated waste to a collection vendor; electronic waste to an authorised recycler	Collected from site	Waste disposal record, August 2025 to March 2026; manifest MFS00/25/512

Boundary: every process named in the certified scopes, all run at the licensed units; the SA 8000 certificate records contracted and outsourced processes as nil.

Welfare at the workplace

Our annual return for 2025 declares a canteen run through a contractor, a rest room, and lockers with a changing room. The benefits list in our SA 8000 statement for 2025 adds clean drinking water, deep sanitisation for employee safety, biometric attendance, a suggestion box, medical check-ups, and first-aid, fire mock and ergonomics training. Thimbles, glasses, masks and gloves were available at each of the seven monthly PPE checks from September 2025 to March 2026.

Skills

The rosters of three sessions record 810 attendances and 780 person-hours, or 1.6 hours per employee. The soft skills session of 8 January 2026 covered household budgeting, saving, opening a bank account, work-life balance, cooking nutritious meals, preventing tuberculosis and jaundice, relationships with supervisors and polite communication.

Footprint

Total emissions of 632.36 tCO_2e equal 1.28 tCO_2e per person, and Scope 3 is 77.3% of the total. Non-hazardous waste of 0.082 MT left the site on eight stamped monthly vendor receipts, and electronic waste went to an authorised recycler.

11.4 How we measure it

Electricity comes from the BEST bills and water from the company's monthly data return. Waste comes from vendor receipts and the e-waste manifest, social outcomes from the statutory registers and our SA 8000 statement for 2025, and governance from certificates and controlled documents. Section 36 sets out our basis of preparation.

Table 11.3

What our work returns, FY 2025-26

OUTCOME	FY 2025-26 MEASURE	NOTE
Employment	495 persons, all directly employed	All persons employed at the licensed units
Pay	INR 305,000 average annual wage	Average across all employees
Pay discipline	Wages paid by the 7th of every month; no fines deducted	SA 8000 statement for 2025
Social security	100% of employees covered under the ESI and EPF Acts, as the company declares	SA 8000 statement for 2025
Health	307 persons examined, every one fit	Form 7 health register, January 2026

Table 11.3 continues on the next page

Table 11.3, continued

OUTCOME	FY 2025-26 MEASURE	NOTE
Safety	0 fatalities; 0 lost-time injuries; 0 recordable injuries	Form 27 for calendar 2025; company's monthly data return; accident register, March 2026
Skills	780 person-hours; 1.6 hours per employee	Three signed rosters
Emissions	632.36 tCO_2e; 1.28 tCO_2e per person	Scopes 1, 2 and 3; intensity per person of the workforce
Value-chain share of emissions	77.3% in Scope 3	Scope 3 share of total emissions
Waste	0.082 MT non-hazardous to a vendor; 16 articles of electronic waste recycled; 0 MT hazardous	Vendor receipts; manifest MFS00/25/512; Consent to Operate
Integrity	0 confirmed corruption incidents, as the company declares	ISO 37001:2016 anti-bribery system certified during the year; incident register from FY 2026-27

Boundary: the licensed units, FY 2025-26; pay and social security rows rest on the company's SA 8000 statement for calendar 2025.

12

Listening to our stakeholders

We engage eight stakeholder groups, and the POSH Internal Committee reached 96, 128 and 130 employees at its FY 2025-26 programmes.

GRI 2-29, 2-25, 413 | NGRBC Principle 4



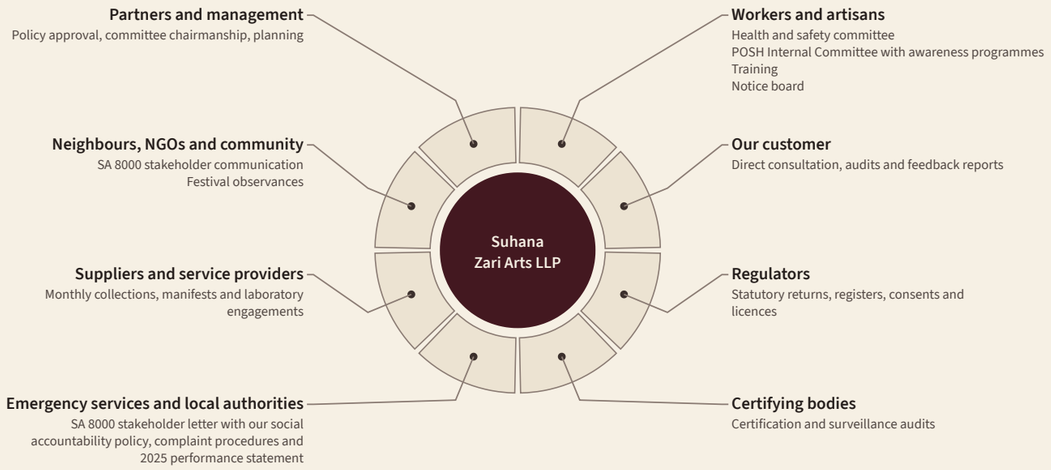
Picture 15

We engage eight stakeholder groups, and for each the FY 2025-26 record shows a channel that ran and the response it produced. The groups and the concerns each raised come from the stakeholder review in our FY 2024-25 report; the channels, dates and responses are those of this year.

Figure 13

We engaged eight stakeholder groups during the year, each through channels our records name.

Stakeholder groups and engagement channels, FY 2025-26



Eight groups, each with the channels through which we engaged it during FY 2025-26 (Table 12.1).

Source: Table 12.1.

12.1 Who we listen to

Table 12.1

Our stakeholder groups, how we engage them and what they raise

STAKEHOLDER GROUP	HOW WE ENGAGE	FREQUENCY IN FY 2025-26	CONCERNS IN OUR FY 2024-25 REVIEW	OUR RESPONSE IN FY 2025-26
Workers and artisans	Daily complaint register; health and safety committee; POSH Internal Committee with awareness programmes; training; notice board	Register every working day; POSH meetings in April, July and October 2025; committee on 15 January 2026	Fair wages, health and safety, work environment, training, job security	Wages paid by the 7th of every month; 307 persons found fit; 810 training attendances; no complaint in 203 working days
Our customer, a single Mumbai couture house	Direct consultation, audits and feedback reports	Throughout the year	Recorded for the group named Clients & International Buyers: product quality, ethical sourcing, transparency, traceability	ISO 9001:2015, ISO 28000:2022 and ISO/IEC 27001:2022 held; checking and final inspection in the certified scopes
Regulators	Statutory returns, registers, consents and licences	Consent 17 December 2025; POSH report 2 January 2026; annual return 10 January 2026	Environmental compliance, waste management, occupational safety	White category consent; nil accident entry for March 2026; e-waste to an authorised recycler
Certifying bodies	Certification and surveillance audits	Annual surveillance in each certificate cycle	Conformity with the requirements of each standard	Seven certificates held during the year, from four bodies

Table 12.1 continues on the next page

Our FY 2024-25 review engaged six groups through surveys, discussions, safety meetings, consultations, audits and compliance declarations. This year we add certifying bodies and emergency services as groups of their own, because the year's records show direct engagement with each.

Table 12.1, continued

STAKEHOLDER GROUP	HOW WE ENGAGE	FREQUENCY IN FY 2025-26	CONCERNS IN OUR FY 2024-25 REVIEW	OUR RESPONSE IN FY 2025-26
Emergency services and local authorities	SA 8000 stakeholder letter with our social accountability policy, complaint procedures and 2025 performance statement	Receipt-stamped 5 January 2026	Social performance and fire safety at the site	Statement of nil accidents, nil disciplinary action and wages paid by the 7th of every month
Suppliers and service providers	Monthly collections, manifests and laboratory engagements	Collections monthly from August 2025; e-waste pickup 26 December 2025	Timely payment, material quality, environmental compliance	Each monthly collection stamped by the vendor; manifest signed by the recycler on 1 January 2026
Neighbours, NGOs and community	SA 8000 stakeholder communication; festival observances	Eid Milad un Nabi and Ramadan Eid	Employment generation, skill development, community welfare	495 persons employed; evening fast-break together and sweet distribution
Partners and management	Policy approval, committee chairmanship, planning	Four procedures and one policy revised 1 September 2025; planner approved 2 January 2026	Business continuity, ethical governance, supply chain security, data protection	ISO 37001:2016 and ISO 28000:2022 certification achieved during the year

Boundary: the stakeholder groups and concerns recorded in the company's FY 2024-25 report, with the channels, dates and responses of FY 2025-26.

12.2 Workers and artisans

Grievance procedure

Workers raise concerns under the Grievance Procedure and Policy SZA/GRI/PL/11. It runs from a direct conversation with the person involved, through a formal investigation, to an appeal, with external mediation where all parties agree and no victimisation of anyone connected with a grievance.



Picture 16

Committees

The health and safety committee met on 15 January 2026 with eight members, four of them karigars. The POSH Internal Committee of nine members, one of them external, met with an awareness programme on 17 April, 30 July and 10 October 2025, reaching 96, 128 and 130 employees in turn.

Rostered training

Three rostered training sessions drew 810 attendances: mock drill training for 398 employees on 16 October 2025, soft skills for 60 employees on 8 January 2026 and mock drill training for 352 employees on 15 January 2026.

How we respond

Each channel carries its own follow-up. The drill of 16 October 2025 closed with a corrective and preventive action plan to hold a fire drill every three months and to bring new joiners into it. The committee of 15 January 2026 set monthly fire alarm checks and extinguisher expiry records. The POSH Internal Committee trains quarterly, and its constitution is displayed on the notice board.

Engagement planned for 2026

Our Social Accountability Training Planner for 2026, approved on 2 January 2026, schedules six worker-facing committees every three months. It schedules grievance, first-aid, mock drill, health and safety, and personal protective equipment training on the same quarterly cycle.

Table 12.2

Engagements dated during FY 2025-26

DATE	ENGAGEMENT	STAKEHOLDER	PARTICIPANTS OR SCOPE	RECORD
17 April 2025	POSH Internal Committee meeting and awareness programme	Workers	96 employees	POSH annual report, calendar 2025
30 July 2025	POSH Internal Committee meeting and awareness programme	Workers	128 employees	POSH annual report, calendar 2025
August 2025 to March 2026	Daily complaint register	Workers	203 working days; no complaint	Complaint register
21 August 2025	Ambient air, noise and illumination monitoring near the working area	Workers and regulators	NABL-accredited laboratory; every result within its limit or band	Laboratory reports
1 September 2025	Grievance, freedom of association, remuneration and environment procedures revised; vigil mechanism policy revised	Workers	Four procedures at revision 0.1; one policy at revision 01	Policy set
September 2025 to March 2026	Monthly PPE availability checks: thimbles, glasses, masks, gloves	Workers	7 monthly checks; every item available	PPE register
10 October 2025	POSH Internal Committee meeting and awareness programme	Workers	130 employees	POSH annual report, calendar 2025
16 October 2025	Fire mock drill and mock drill training	Workers	398 employees; head count 398 of 398, evacuated in 1 minute 20 seconds	Drill assessment and training roster
3 November 2025	Ambient air and noise monitoring near the main gate	Neighbours and regulators	NABL-accredited laboratory; every result within its limit	Laboratory reports
17 December 2025	White category consent intimated by the Maharashtra Pollution Control Board	Regulator	Units 1A, 1B, 1C and 2/7	Consent to Operate
26 December 2025	Electronic waste handed to an authorised recycler	Service provider	16 articles	Manifest MFS00/25/512
2 January 2026	POSH annual report filed with the District Officer, Mumbai	Regulator	Calendar 2025; nil complaints	POSH annual report
5 January 2026	SA 8000 stakeholder letter receipt-stamped by the fire brigade office, Byculla	Emergency services	Policy, complaint procedures, 2025 performance statement	Stakeholder letter
8 January 2026	Soft skills training	Workers	60 employees; 30 minutes	Training record with syllabus
10 January 2026	Factories Act annual return for 2025 declared	Regulator	Calendar 2025	Form 27
15 January 2026	Health and safety committee meeting; mock drill training	Workers	8 members, 4 of them karigars; 352 employees trained	Committee minutes; training roster
20 and 28 January 2026	Medical examination by the certifying surgeon	Workers	307 persons; every one fit	Form 7 health register
4 March 2026	Factory licence in force, valid to 31 December 2027	Regulator	Up to 500 workers	Factory licence

Boundary: engagements dated during FY 2025-26 at the licensed units, each as its record counts it; attendances are not distinct persons.

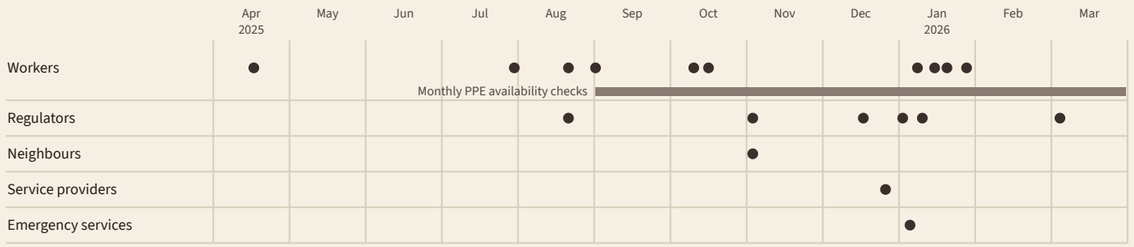
12.3 Our customer

We embroider for a single Mumbai couture house. Our FY 2024-25 review recorded the concerns of the group it named clients and international buyers as product quality, ethical sourcing, transparency and traceability.

Figure 14

Workers were party to ten dated engagements and the daily complaint register; regulators to six.

Dated engagements by stakeholder, April 2025 to March 2026



A dot marks each date of an engagement and a bar a running one; an engagement with two parties appears on both rows. The daily complaint register, open every working day, is not drawn.

Source: Table 12.2.

During the year we held ISO 9001:2015 for quality, ISO 28000:2022 for supply chain security and ISO/IEC 27001:2022 for the unreleased design material we hold, and checking and final inspection are named processes in the certified scopes. We declare 0 confirmed data breaches for the year.

12.4 Regulators, certifiers and local authorities

Statutory channels

The Maharashtra Pollution Control Board noted our White category intimation on 17 December 2025. We filed the POSH Internal Committee's annual report for calendar 2025 with the District Officer, Mumbai, on 2 January 2026, and declared the Factories Act annual return for 2025 on 10 January 2026. Our factory licence runs from 4 March 2026 to 31 December 2027 for up to 500 workers.

Certifying bodies

Four certifying bodies audit the seven management systems we held during the year. Their certificates cover design, CAD digitizing, hand embroidery, checking, final inspection, packing and dispatch.

SA 8000 communication

Our letter to the Divisional Fire Officer, Mumbai Fire Brigade, was receipt-stamped by the office of the Deputy Chief Fire Officer, Byculla, on 5 January 2026. It enclosed our social accountability policy, our complaint procedures and our data on compliance with SA 8000:2014 for 2025, and it names six categories of interested parties, from law enforcement offices to neighbours and third-party inspection agencies.

The statement reports nil accidents and nil disciplinary action for 2025, and wages paid by the 7th of every month with no fines deducted.

12.5 Suppliers and service providers

Vendors and laboratories

A collection vendor stamped each of eight monthly waste disposal receipts from August 2025 to March 2026. An authorised recycler collected 16 articles of electronic waste on 26 December 2025 and signed the manifest on 1 January 2026, and laboratories tested our ambient air, noise, illumination and drinking water during the year. The concerns our FY 2024-25 review records for suppliers are timely payment, material quality and environmental compliance.

Supplier conduct

Supplier selection runs under the Sustainable Procurement Policy SZA-COMP-15, which sets the target of every tier-one supplier signing our supplier code of conduct by 2026 and 70% of tier-two suppliers by 2028.

12.6 Neighbours and community

Community ties

Employment generation, skill development and community welfare are the concerns our FY 2024-25 review records for the local community and NGOs. Our SA 8000 statement for 2025 lists two festival observances shared with the workforce: an evening fast-break together for Eid Milad un Nabi and a sweet distribution for Ramadan Eid. Ambient air and noise monitoring near the main gate on 3 November 2025 recorded every result within its limit.

Table 12.3

What our SA 8000 statement for 2025 told stakeholders

ITEM	WHAT WE STATED	PERIOD
Accidents	Nil	Calendar 2025
Employees or persons injured	Nil	Calendar 2025
Minimum wage payable under the notification	INR 16,490	Calendar 2025
Date of wage payment	By the 7th of every month	Calendar 2025
Workers who received wages	All workers; 100% paid at or above the minimum wage	Calendar 2025
Deductions or fines imposed as punishment	No fines deducted	Calendar 2025
Charge sheets, suspensions, dismissals and warning notices	Nil in each	Calendar 2025
Training programmes on safety, environment and product	4 in the year	Calendar 2025
Employees who received training	100% of employees, as the company declares	Calendar 2025
Drinking water potability test	Once every six months	Calendar 2025
Statutory coverage	All employees under the ESI Act and the EPF Act	Calendar 2025
Chemicals in manufacturing	None used; White category of industry	Calendar 2025

Boundary: the company's data and information on compliance with SA 8000:2014 for the year 2025, sent with the stakeholder letter receipt-stamped on 5 January 2026.

13

What matters most: materiality

Sixteen topics are material for FY 2025-26: eight continue the FY 2024-25 assessment and eight are new this year.

GRI 3-1, 3-2, 3-3 | NGRBC Principle 4

Sixteen topics are material to our business for FY 2025-26. Eight continue the topics of our FY 2024-25 assessment, each scoped to this site and year, and eight are added because the records of FY 2025-26 raise them. The assessment follows GRI 3: Material Topics 2021 and weighs impact on people and the environment together with financial and operational significance.



Picture 17

13.1 How we assessed materiality

Starting point

Our FY 2024-25 assessment drew up a long list of 26 potential topics, engaged six stakeholder groups and scored ten material topics for severity and likelihood, each on a scale of 1 to 4. Its matrix rated employee health and safety and governance and compliance as Critical, at 16 each. It schedules the assessment for biennial review, which places the next full scoring in FY 2026-27.

Testing against the year

For FY 2025-26 we tested each of the ten topics against the records of the year. They include the BEST bills, the Consent to Operate, the factory licence, the statutory registers, the laboratory reports, the hazard identification and risk assessment, the certificates and the controlled policies. Eight topics are retained, each defined by its impact at this site. Data security now sits within governance and document control, and community engagement stays on the watch list. Eight topics are new, each raised by a record of the year.

Scores and significance

Table 13.1 shows the rating the FY 2024-25 assessment gave each continuing topic. For every topic, the table states the impact on people and the environment and the financial and operational significance as the year's records show them. The eight added topics enter the scored matrix at the biennial review due in FY 2026-27, on the cycle our FY 2024-25 report sets.

13.2 What the assessment shows

Worker safety leads

Our hazard register rates one line high: karigars seated next to a wall without enough access space, scored 20 for evacuation risk in a fire or panic. The control is to rearrange seating, mark access pathways and monitor them, and the drill of 16 October 2025 recorded a head count of 398 of 398 and an evacuation time of 1 minute 20 seconds. Four embroidery hazards, from floor-sitting posture to spilled sequin beads, are rated medium at 9 each.

Energy is grid electricity

Grid electricity supplied 99.9% of metered energy in FY 2025-26, compiled as 202.52 MWh from the BEST bills of the two accounts serving our units. Both accounts are billed to the utility account holder rather than to the LLP, which is why energy and utility attribution is a material topic.

Wages and working time

Our SA 8000 statement for 2025 declares full compliance with the Minimum Wages Act, wages paid by the 7th of every month and no fines deducted. The hazard register sets a two-minute stand-up break for every hour at the frame, with tea breaks and refreshments.

Workforce composition

Every worker at our site is a man, as Form 27 for 2025 and the Form 7 health register record. Our Anti-Discrimination Policy and our POSH Internal Committee stand regardless, and the committee's annual report for calendar 2025 returns nil complaints.

Drinking water and pantry hygiene

The drinking water sample of 12 August 2025 recorded no coliform and no E. coli. A dispenser sample of 4 February 2026 detected total coliform, which IS 10500:2012 does not permit, with E. coli not detected. Our hazard register scores food and water contamination in the pantry at 10, with controls on suppliers, storage and handling, and our SA 8000 statement for 2025 sets drinking water tests every six months.

Governance, records and licences

Six of the sixteen topics sit under governance. The year's records hold our controlled documents, seven certificates from four certifying bodies, a factory licence valid to 31 December 2027 and a White category consent. Data integrity and record keeping is on the list because our certifications, our licences and this report rest on the registers kept at the site.

Supply chain

Our Sustainable Procurement Policy sets seven quantified targets and seven dated commitments, 21 target lines in Section 31, from every tier-one supplier signing our supplier code by 2026 to a 50% cut in supplier-related emissions by 2035.

Figure 15

Two topics rated Critical on the FY 2024-25 matrix, and eight of this year's sixteen are new.

Severity by likelihood, FY 2024-25 ratings; topics new for FY 2025-26



8 topics new for FY 2025-26, not rated on the matrix

Social
- Worker voice and grievance
- Workforce composition and gender
- Working time and rest
- Light, air and noise in the workspace

Governance
- Statutory licensing continuity
- Boundary and shared premises
- Commitments already published
- Data integrity and record keeping

Ratings from the FY 2024-25 assessment (Table 13.3); the new topics are listed in Table 13.1. A garnet frame marks a Critical rating.

Source: Tables 13.1 and 13.3.

Table 13.1

Material topics for FY 2025-26, with impact, financial significance and rating

MATERIAL TOPIC	PILLAR	IMPACT ON PEOPLE AND THE ENVIRONMENT	FINANCIAL AND OPERATIONAL SIGNIFICANCE	FY 2024-25 RATING (S X L)	GRI
Worker safety and evacuation access	Social	Evacuation from a ground-floor workshop where karigars sit close to walls; fire and electrical hazards	A serious incident would stop production and put the factory licence at risk	16, Critical	403
Governance and document control	Governance	Clear, current policies protect workers, the customer and suppliers	Certification, customer trust and licensing rest on controlled documents	16, Critical	2-23, 2-24, 205, 418
Energy and utility attribution	Environmental	Grid electricity is our main energy source and the source of Scope 2	Electricity cost and the customer's emissions expectations; supply reaches us through accounts held by the utility account holder	12, High	302, 305
Supply chain and required supplier instruments	Governance	Labour and environmental standards upstream of the frame	The single customer relationship and ISO 28000 certification depend on supplier conduct	12, High	308, 414
Fair wages and wage transparency	Social	Livelihoods of every artisan and staff member	Retention of skilled artisans and SA 8000 conformity	9, Medium	202

Table 13.1 continues on the next page

Table 13.1, continued

MATERIAL TOPIC	PILLAR	IMPACT ON PEOPLE AND THE ENVIRONMENT	FINANCIAL AND OPERATIONAL SIGNIFICANCE	FY 2024-25 RATING (S X L)	GRI
Waste handling and vendor authorisation	Environmental	Segregated waste and electronic waste leave the site through vendors	Consent conditions and E-Waste Rules compliance	9, Medium	306
Drinking water and pantry hygiene	Social	Drinking water and food for everyone on site	A health incident would halt work at the frames	6, Low to medium	303, 403
Skills and training	Social	Hand skills and personal development of artisans	Output and quality rest on skilled hands	4, Low	404
Worker voice and grievance	Social	Workers' ability to raise concerns without fear	Early warning of labour issues; SA 8000 conformity	New for FY 2025-26	2-25, 2-26, 407
Workforce composition and gender	Social	An all-male workforce in FY 2025-26	Access to a wider pool of skilled artisans	New for FY 2025-26	405, 406
Working time and rest	Social	Hours at the frame and rest breaks	Fatigue affects quality and health	New for FY 2025-26	Entity-specific
Light, air and noise in the workspace	Social	Close needlework depends on light and air	Monitoring results support licence and certification audits	New for FY 2025-26	403
Statutory licensing continuity	Governance	Lawful operation protects every job on site	Operating depends on the factory licence and the consent	New for FY 2025-26	2-27
Boundary and shared premises	Governance	Clarity over which units and utilities are ours	Accurate attribution of electricity, water and waste	New for FY 2025-26	2-2, 2-6
Commitments already published	Governance	Stakeholders hold us to targets we have published	Credibility with the customer and certifiers	New for FY 2025-26	2-23, 3-3
Data integrity and record keeping	Governance	Workers, the customer and certifiers rely on accurate records	Reliable records support audits and customer reporting	New for FY 2025-26	2-4, 2-5

Boundary: the operations of the licensed units, FY 2025-26. Ratings are severity multiplied by likelihood on the 1 to 4 scales of the company's FY 2024-25 assessment, for the eight continuing topics.

Our single customer relationship and our ISO 28000:2022 certification both depend on what happens upstream of the frame, and our FY 2024-25 assessment rated the topic 12.

13.3 The FY 2024-25 topics this year

Table 13.3 gives the ten topics of our FY 2024-25 assessment with the severity, likelihood and rating it gave each, and the form each takes this year.

Folded and watched

Data security and confidentiality, rated 6 in FY 2024-25, now sits within governance and document control, where the ISO/IEC 27001:2022 certification held during the year provides its control. Community and cultural engagement, rated 4, stays on the watch list for the FY 2026-27 review, and the festival observances of Section 12 are its current record.

Alignment with GRI

We disclose the process under GRI 3-1, the list of topics under GRI 3-2 and the management of each topic under GRI 3-3. Fifteen of the sixteen topics report under a GRI topic standard or a GRI 2 disclosure, and working time and rest reports as an entity-specific topic; Section 32 indexes each.

Grid electricity supplied 99.9% of metered energy in FY 2025-26, compiled as 202.52 MWh from the BEST bills of the two accounts serving our units.

Table 13.2

The evidence that places each topic, and where we report it

MATERIAL TOPIC	FY 2025-26 EVIDENCE THAT PLACES IT	REPORTED IN
Worker safety and evacuation access	Hazard register entry for wall-side seating scored 20, the one high rating; drills of 16 October 2025 and 15 January 2026	Sections 14 and 20
Governance and document control	15 controlled documents in force; seven certificates held during the year	Sections 15 and 30
Energy and utility attribution	BEST bills of two accounts held by the utility account holder	Section 16
Supply chain and required supplier instruments	Sustainable Procurement Policy: 100% of tier-one suppliers to sign the supplier code by 2026	Section 24
Fair wages and wage transparency	SA 8000 statement for 2025: wages by the 7th of every month, no fines, full minimum wage compliance declared	Section 19
Waste handling and vendor authorisation	Eight stamped monthly vendor receipts; manifest MFS00/25/512 from an authorised recycler	Section 18
Drinking water and pantry hygiene	Dispenser sample of 4 February 2026: total coliform detected, E. coli not detected; pantry food and water scored 10	Sections 17 and 20
Skills and training	Rosters of three sessions: 810 attendances, 780 person-hours	Section 21
Worker voice and grievance	Grievance Procedure and Policy SZA/GRI/PL/11, revised 1 September 2025; one safety committee with four karigar members	Section 22
Workforce composition and gender	Form 27 declares no female worker; Form 7 records all 307 persons examined as male	Section 19
Working time and rest	Hazard register: two-minute stand-up and limb relaxation every hour at the frame, with tea breaks	Sections 7 and 20
Light, air and noise in the workspace	Illumination 382.2 lux against a 300 to 500 lux band; daytime noise 62.5 dB(A) against 75 dB(A)	Section 17
Statutory licensing continuity	Factory licence valid 4 March 2026 to 31 December 2027; White category consent of 17 December 2025	Section 6
Boundary and shared premises	Units 1A, 1B, 1C and 2/7 at C.S. No. 708; utilities through accounts held by the utility account holder	Section 3
Commitments already published	84 targets in ten policies; 36 in the FY 2024-25 report	Sections 15 and 31
Data integrity and record keeping	Bills, registers, receipts, returns and certificates kept at the site	Section 36

Boundary: records of the licensed units dated during FY 2025-26, and the controlled documents in force during the year.

Table 13.3

The FY 2024-25 topics, their published scores and their FY 2025-26 form

FY 2024-25 TOPIC	SEVERITY	LIKELIHOOD	RATING AND BAND	FY 2025-26 FORM
Employee health and safety	4	4	16, Critical	Worker safety and evacuation access
Governance and compliance	4	4	16, Critical	Governance and document control
Energy and emissions management	3	4	12, High	Energy and utility attribution
Supply chain responsibility (ISO 28000)	4	3	12, High	Supply chain and required supplier instruments
Waste management	3	3	9, Medium	Waste handling and vendor authorisation

Table 13.3 continues on the next page

Table 13.3, continued

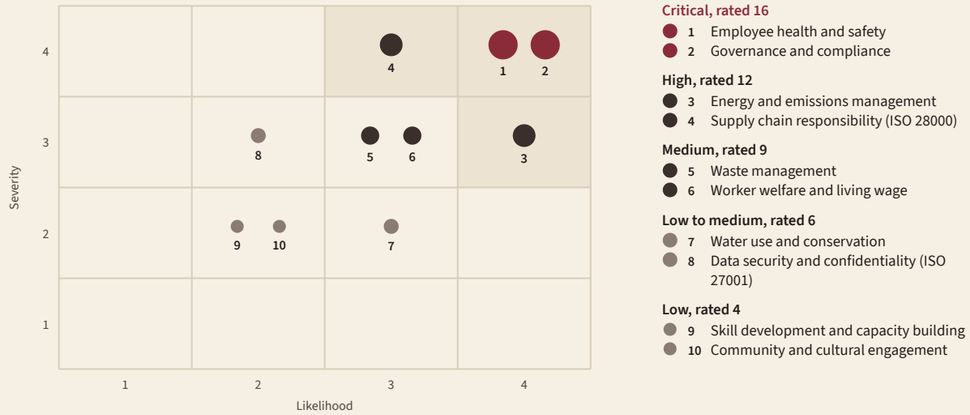
FY 2024-25 TOPIC	SEVERITY	LIKELIHOOD	RATING AND BAND	FY 2025-26 FORM
Worker welfare and living wage	3	3	9, Medium	Fair wages and wage transparency
Water use and conservation	2	3	6, Low to medium	Drinking water and pantry hygiene
Data security and confidentiality (ISO 27001)	3	2	6, Low to medium	Within governance and document control; ISO/IEC 27001:2022 certified during the year
Skill development and capacity building	2	2	4, Low	Skills and training
Community and cultural engagement	2	2	4, Low	Watch list for the biennial review in FY 2026-27

Boundary: the ten topics and scores of the company's FY 2024-25 materiality assessment, severity and likelihood each on a 1 to 4 scale.

Figure 16

Two topics rated Critical at 16 in FY 2024-25: employee health and safety, and governance and compliance.

Severity by likelihood on a 1 to 4 scale, FY 2024-25 assessment



Scores are those of the earlier assessment; the topics added this year enter the matrix at the biennial review.

Source: Table 13.3.

14

Risks, opportunities and climate resilience

Evacuation access at wall-side seating scores 20, the one high rating among our 28 hazard lines in FY 2025-26.

GRI 2-25, 201-2, 403-2 | NGRBC Principles 1, 3 and 6



Picture 18

Our largest operating risk sits on the workshop floor: evacuation access where karigars sit next to a wall, the one high rating in our hazard identification and risk assessment. Our largest commercial dependence is our single customer. Our climate exposure runs through grid electricity, which supplied 99.9% of metered energy, and through a ground-floor workshop under a sheet roof in a city with a heavy monsoon.

14.1 The hazard register

Method

Our hazard register covers 26 numbered activities and 28 hazard lines. Each line is scored as impact multiplied by probability, rated LR, MR, SR or HR in ascending order of score, and given a control determined for normal, abnormal or emergency conditions. The 2026 training planner, approved on 2 January 2026, schedules the site risk assessment for January and June.

Where the scores sit

One line rates HR: karigars seated next to a wall without enough access space, scored 20 at impact 5 and probability 4, with seating to be rearranged, access pathways marked and both monitored. One line rates SR, COVID-19 transmission, at 12. Fifteen lines rate MR, from 8 for fire, electrical and vehicle hazards to 10 for pantry food and water and electrical kitchen equipment, and eleven rate LR, from 4 to 6.



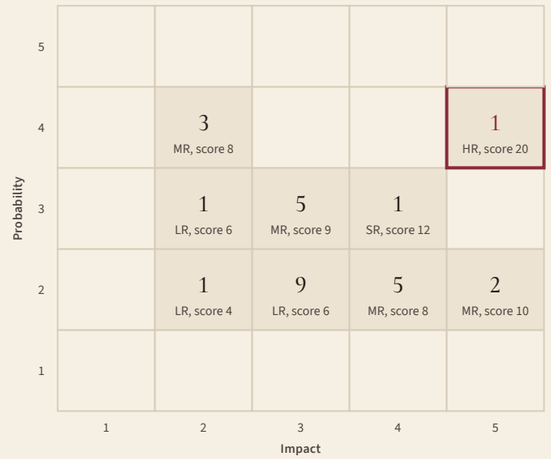
Picture 19

Hazard lines assessed	Rated HR, the highest	Emergency drills	Energy from the grid
28	1	2	99.9%
26 numbered activities	Karigars seated next to a wall	Drill assessments of 16 October 2025 and 15 January 2026	The exposure to an interruption of grid supply

Figure 17

One of 28 hazard lines rates high: karigars seated next to a wall, scored 20.

Hazard lines by impact and probability, and by rating



28 hazard lines by rating, 26 numbered activities

HR, score 20 — 1
Karigars seated next to a wall: evacuation access

SR, score 12 — 1
COVID-19 transmission among staff and visitors

MR, score 8 to 10 — 15
Seated embroidery, beads and needles, fire, electrical, vehicles, pantry food and water, kitchen equipment, screens, sanitiser, gloves, factory location

LR, score 4 to 6 — 11
Manual handling, working at height, slips and trips, lone working, air-conditioner maintenance, pantry heat and handling, cleaning chemicals

The control set for the high rating
Rearrange seating to keep movement and evacuation space; mark access pathways; monitor periodically

Each cell counts the hazard lines of the current hazard assessment at that impact and probability; the rating bands are Table 14.1's.

Source: Tables 14.2 and 14.1.

Table 14.1

Hazard lines by rating

RATING	SCORES	HAZARD LINES	WHERE THEY ARISE
HR	20	1	Karigars seated next to a wall: evacuation access
SR	12	1	COVID-19 transmission among staff and visitors
MR	8 to 10	15	Seated embroidery, beads and needles, fire, electrical, vehicles, pantry food and water, kitchen equipment, screens, sanitiser, gloves, factory location
LR	4 to 6	11	Manual handling, working at height, slips and trips, lone working, air-conditioner maintenance, pantry heat and handling, cleaning chemicals
Total	4 to 20	28	26 numbered activities

Boundary: the current hazard identification and risk assessment for the licensed units; ratings as printed on it, in ascending order of score.

Controls in practice

The drill of 16 October 2025 recorded a head count of 398 of 398, an evacuation time of 1 minute 20 seconds, ABC and carbon dioxide extinguishers in use and no injuries. A second drill and training for 352 employees followed on 15 January 2026, when the health and safety committee also checked the fire alarms, extinguishers, sprinklers, emergency lights and evacuation plan.

Artisans take a two-minute stand-up and limb relaxation break every hour, the control against the four embroidery hazards rated 9.

14.2 Enterprise risks and controls

Customer concentration

We embroider for a single Mumbai couture house, and that relationship carries the order book and the livelihoods of our workforce of 495. Our controls are the quality, information security and supply chain security systems certified to ISO 9001:2015, ISO/IEC 27001:2022 and ISO 28000:2022, each held during the year.

Licensing and attribution

Operating depends on our factory licence, valid from 4 March 2026 to 31 December 2027 for up to 500 workers, and on the White category consent intimated on 17 December 2025. Electricity reaches our units through two BEST accounts, and we take our consumption from each account's bills.

People and information

Our output rests on hand skills at the frame, which our FY 2024-25 report describes as passed on through daily in-line coaching and mentoring by senior artisans. Wages are paid by the 7th of every month with no fines deducted, and our SA 8000 statement for 2025 declares full compliance with the Minimum Wages Act. The unreleased designs we hold for our customer sit within our ISO/IEC 27001:2022 system, and we declare 0 confirmed data breaches for the year.

14.3 Climate-related risks and opportunities

Our Environment Policy SZA-COMP-15 commits us to annual reporting aligned with the recommendations of the Task Force on Climate-related Financial Disclosures. Table 14.4 sets out the climate risks and opportunities we identify for our site, and the paragraphs after it follow the recommendations' structure.

Governance

The partners hold oversight of climate-related matters, and the Environment Policy makes senior management responsible for approving budgets for sustainability initiatives and green technology, reviewing our annual sustainability reports and verifying progress towards environmental targets. The policy provides for an annual review. At site level, the health and safety committee checks the fire and emergency equipment on which our physical resilience rests, most recently on 15 January 2026.

Strategy

We read climate risk over three horizons taken from our own commitments. The near term runs to FY 2026-27, when our FY 2024-25 report dates the rooftop solar installation and the mid-term review. The medium term runs to 2030, the deadline for a 30% cut in energy intensity, and the long term to 2035 and 2040, when the Environment Policy sets 100% renewable electricity and net zero.

Exposure

Physical exposure rests on the site: a ground-floor workshop under a sheet roof, with two exit stairs, in Mumbai's monsoon climate, and a grid supply with no generator behind it under the consent. Transition exposure rests on our emissions: Scope 2 of 143.79 tCO_2e is 22.7% of the total, and Scope 3 of 488.52 tCO_2e is 77.3%. Our FY 2024-25 report named rising client expectations and energy costs as what makes efficiency and the renewable transition business-critical for us.

Risk management

The hazard register is our tool for site risks: it scores each hazard and sets a control for it. We assess the climate risks in Table 14.4 against the site features that register records, the ground-floor location, the sheet roof and the evacuation routes, and against the energy and water sources on our bills and consent.

Metrics and targets

We track Scope 1 of 0.050 tCO_2e, Scope 2 of 143.79 tCO_2e and Scope 3 of 488.52 tCO_2e, a total of 632.36 tCO_2e or 1.28 tCO_2e per person. Energy within the organisation is 729.82 GJ, or 1.47 GJ per person. Our climate targets are the Environment Policy's 30% cut in energy intensity by 2030, 100% renewable electricity by 2035 and net zero by 2040, each from a 2024 base. The Sustainable Procurement Policy adds a 25% cut in supplier-related emissions by 2030 and 50% by 2035, against its FY 2024 Scope 3 inventory.

Opportunities

Rooftop solar is the first opportunity: our FY 2024-25 report dates the installation to FY 2026-27, and each MWh it generates would displace grid electricity carrying 0.710 tCO_2e. Energy efficiency is the second, measured against the 1.47 GJ per person of FY 2025-26 and the Environment Policy's target of a 30% cut by 2030.

Beyond climate

Widening recruitment to women is the opportunity we see in the workforce, and our FY 2024-25 report commits us to 20% female representation in artisanal roles by FY 2027. Packaging is the other: our FY 2024-25 report dates compostable garment pouches to FY 2026-27 and reusable shipping cartons to FY 2027 onwards.

Table 14.2

Our physical hazard register, with impact, probability and control

ACTIVITY	HAZARD AND RISK	CONDITION	IMPACT X PROBABILITY	SCORE AND RATING	CONTROL DETERMINED
Karigars seated next to a wall	Too little access space: delayed evacuation, injury, stampede in a fire or panic	Emergency	5 x 4	20, HR	Rearrange seating to keep movement and evacuation space; mark access pathways; monitor periodically
Staff, workers and visitors	COVID-19 transmission from person to person	Abnormal	4 x 3	12, SR	Temperature checks at entry, masks, sanitiser, cleaning of touched surfaces, isolation of anyone unwell
Pantry and canteen food and water	Bacteria or foreign bodies: food poisoning, water contamination	Emergency	5 x 2	10, MR	Reputable suppliers, safe storage temperatures, covered food, raw and cooked kept apart, stock rotation
Electrical kitchen equipment	Serious or fatal electric shock	Normal	5 x 2	10, MR	Staff check equipment before use and report damaged plugs, sockets or cables
Location of the factory	Ground floor under a sheet roof: evacuation in an emergency	Abnormal	3 x 3	9, MR	Approved structure with two exit stairs, fire equipment, signs, trained employees, drills as the law requires
Sitting posture	Long hours on the floor, kneeling or squatting: knee and lower back pain	Normal	3 x 3	9, MR	Two-minute stand-up and limb relaxation every hour; tea breaks and refreshments
Hand embroidery, seated	Long hours with embroidery needles: neck, back, arm and finger strain	Normal	3 x 3	9, MR	Two-minute stand-up and limb relaxation every hour; tea breaks and refreshments
Hand embroidery	Spilled sequin beads: injury to feet	Normal	3 x 3	9, MR	More frequent sweeping to keep floors clear of beads
Beads and needles	Injury to fingers	Normal	3 x 3	9, MR	Work instruction on safe needle handling; finger relaxation
Factory installation	Fire: injury and fatality	Emergency	4 x 2	8, MR	Fire alarm installed, maintained and tested; minimal carton storage; electrical testing; drills and training
Electrical installations and ducts	Shock or burns from faulty equipment	Abnormal	4 x 2	8, MR	Use to manufacturer instructions; visual checks; periodic testing and labelling; insulating gloves
Electronic devices	Electromagnetic radiation: prolonged health effects	Normal	4 x 2	8, MR	Ergonomic workstations; proper earthing of equipment
Motor vehicles on the premises	Moving vehicles: accidents	Abnormal	4 x 2	8, MR	Work instruction, skilled driver, warning signs
Road travel outside the premises	Traffic accidents	Abnormal	4 x 2	8, MR	Skilled driver; helmets on two-wheelers; no phone use while driving; speed limits
Office work	Long sitting at screens: posture problems, eye strain, headaches	Normal	2 x 4	8, MR	Ergonomic chairs; workstations set to avoid glare; frequent breaks
Hand sanitiser	Persistent use: dermatitis	Abnormal	2 x 4	8, MR	Soap-and-water hand washing encouraged instead
Latex gloves	Persistent use: latex sensitivity	Abnormal	2 x 4	8, MR	Non-latex gloves provided
Filing at top shelves	Working at height: fall	Abnormal	3 x 2	6, LR	Light items only on high shelves; step stools and ladders

Table 14.2 continues on the next page

Table 14.2, continued

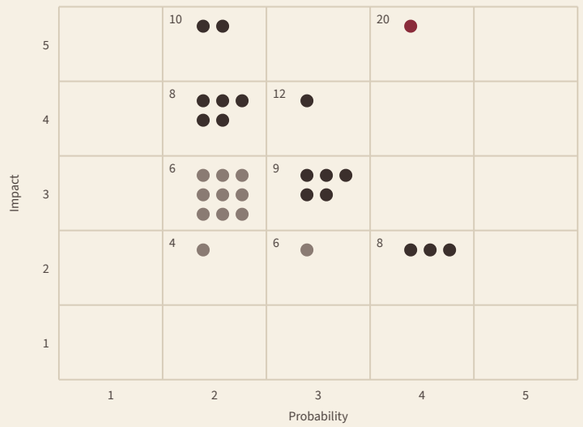
ACTIVITY	HAZARD AND RISK	CONDITION	IMPACT X PROBABILITY	SCORE AND RATING	CONTROL DETERMINED
Walking through the factory	Slips and trips: injury to staff and visitors	Normal	2 x 3	6, LR	Work areas kept clear; spillages cleaned at once; stairs well lit
Lone and out-of-hours work	Stress, ill health, general safety	Abnormal	3 x 2	6, LR	Avoided or kept to a minimum; safe drop home after late work
Air-conditioner maintenance	Accidental release of gas: fainting	Emergency	3 x 2	6, LR	Work instructions, warning signs, precautions during maintenance
Air conditioner	Electric shock from contact	Emergency	3 x 2	6, LR	Work instructions and warning signs
Pantry	Hot surfaces and substances: burns	Normal	3 x 2	6, LR	Heat-resistant gloves; experienced operator
Pantry	Handling trays and kegs: strains and bruising	Normal	3 x 2	6, LR	Light packages; heavy stock at waist height; handling aids
Pantry	Steam, hot water and hot oil: scalds	Normal	3 x 2	6, LR	Heat-resistant gloves, cloths and aprons
Pantry and housekeeping areas	Slips and trips on wet floors	Normal	3 x 2	6, LR	Work instruction; wet-floor signs
Housekeeping and toilet cleaning	Cleaning chemicals: skin, eye and breathing irritation	Abnormal	3 x 2	6, LR	Masks, mops and protective gloves provided and used
Handling equipment, boxes and papers	Manual handling: injury to arm, leg and back	Normal	2 x 2	4, LR	Work instruction

Boundary: all 28 hazard lines of the current hazard identification and risk assessment for the licensed units, ordered by score; conditions are normal, abnormal or emergency as the assessment codes them.

Figure 18

Twenty-eight hazard lines score from 4 to 20; the one rated high is karigars seated next to a wall.

Hazard lines by impact and probability on a 1 to 5 scale



Rating	Scores	Hazard lines	Where they arise
HR	20	1	Karigars seated next to a wall: evacuation access
SR	12	1	COVID-19 transmission among staff and visitors
MR	8 to 10	15	Seated embroidery, beads and needles, fire, electrical, vehicles, pantry food and water, kitchen equipment, screens, sanitiser, gloves, factory location
LR	4 to 6	11	Manual handling, working at height, slips and trips, lone working, air-conditioner maintenance, pantry heat and handling, cleaning chemicals

Each dot is one hazard line of the physical hazard assessment, placed by its impact and probability; the corner figure is the cell's score.

Source: Tables 14.2 and 14.1.

Table 14.3

Enterprise risks, the drivers at our site and the controls in place

RISK	WHAT DRIVES IT AT OUR SITE	CONTROL IN PLACE DURING FY 2025-26	MATERIAL TOPIC
Customer concentration	We embroider for a single Mumbai couture house	ISO 9001:2015 quality management; ISO/IEC 27001:2022 for design material; ISO 28000:2022 for supply chain security	Supply chain and required supplier instruments
Emergency evacuation	Wall-side seating scored 20; ground-floor workshop under a sheet roof	Drill of 16 October 2025: 398 of 398 evacuated in 1 minute 20 seconds, no injuries; drill of 15 January 2026	Worker safety and evacuation access
Ergonomic strain	Seated frame work for long hours; four embroidery hazards rated 9	Hourly two-minute stand-up routine; ergonomics training; medical examination in January 2026	Worker safety and evacuation access
Drinking water and food hygiene	Pantry food and water scored 10; coliform detected in a dispenser sample of 4 February 2026	Potability tests every six months; the August 2025 sample recorded no coliform; pantry controls in the hazard register	Drinking water and pantry hygiene
Statutory licensing continuity	Operating depends on the factory licence and the MPCB consent	Licence valid 4 March 2026 to 31 December 2027 for up to 500 workers; consent of 17 December 2025; annual return of 10 January 2026	Statutory licensing continuity
Utility attribution on shared premises	Electricity reaches our units through two BEST accounts held by the utility account holder	Consumption from each account's bills	Energy and utility attribution
Skills retention	Output rests on hand skills at the frame	810 attendances across three sessions; soft skills syllabus of 8 January 2026	Skills and training
Wage compliance	Monthly pay for every artisan and staff member	Wages by the 7th of every month; no fines; full minimum wage compliance declared for 2025	Fair wages and wage transparency
Information security	Unreleased couture designs held for our customer	ISO/IEC 27001:2022 certified during the year; 0 confirmed data breaches, as the company declares	Governance and document control

Boundary: risks to the operations of the licensed units, with controls evidenced by records dated during FY 2025-26.

Table 14.4

Climate-related risks and opportunities, with exposure, response and metric

RISK OR OPPORTUNITY	TYPE	EXPOSURE AT OUR SITE	RESPONSE IN PLACE	METRIC, FY 2025-26
Monsoon rain and waterlogging	Physical, acute	Ground-floor workshop under a sheet roof, with two exit stairs	Evacuation hazard scored 9 with controls; drills on 16 October 2025 and 15 January 2026; evacuation plan displayed	2 emergency drills
Heat in the workshop	Physical, chronic	Sheet roof; artisans seated at frames for long hours	Two-minute stand-up and limb relaxation every hour; tea breaks; drinking water tested every six months	307 persons examined, every one fit
Interruption of grid supply	Physical, acute	99.9% of metered energy is grid electricity	Emergency lights checked on 15 January 2026; hand embroidery is a manual process; the consent declares no generator	202.52 MWh of grid electricity
Municipal water supply	Physical, chronic	MCGM supply is the only source; domestic use only	No process water under the consent; our FY 2024-25 report places the site in a low-to-moderate water-stress zone	Process water nil
Electricity-related emissions	Transition	Scope 2 is 22.7% of our total emissions	Environment Policy: 100% renewable electricity by 2035 and net zero by 2040, from a 2024 base	143.79 tCO_2e

Table 14.4 continues on the next page

Table 14.4, continued

RISK OR OPPORTUNITY	TYPE	EXPOSURE AT OUR SITE	RESPONSE IN PLACE	METRIC, FY 2025-26
Value-chain emissions	Transition	Scope 3 is 77.3% of our total emissions	Sustainable Procurement Policy: supplier-related emissions down 25% by 2030 and 50% by 2035	488.52 tCO_2e
Rooftop solar	Opportunity	Renewable share of electricity 0%	FY 2024-25 report dates a rooftop installation to FY 2026-27	0% renewable electricity
Energy efficiency	Opportunity	1.47 GJ per person	Environment Policy: energy intensity down 30% by 2030 from a 2024 base	729.82 GJ

Boundary: the licensed units, FY 2025-26; exposure rests on the hazard assessment, the Consent to Operate and the BEST bills.

15

Our policies

Fifteen controlled documents govern our site, and ten policies of January 2025 carry 84 targets to 2040.

GRI 2-23, 2-24 | NGRBC Principle 1



Picture 20

Our controlled documents are ten policies issued on 23 January 2025 and four procedures of the 2022 series revised on 1 September 2025 at revision 0.1. The Whistleblower and Vigil Mechanism Policy (SZA/WB/PL/08), at revision 01 of the same date, sets the vigil mechanism. The register also holds the first edition of the Product End of Life Policy, of 15 January 2024.

A partner signs each 2025 policy as signatory authority, and each policy provides for an annual review.

Figure 19

The ten 2025 policies carry 84 dated commitments; the Sustainable Procurement Policy holds 21 of them.

Controlled documents by pillar, with dated commitments

Environmental stewardship, 4 documents

Environment Policy
SZA-COMP-15
Energy intensity down 30% by 2030
11 dated commitments
■■■■■■■■■■■

Product End of Life Policy
SZA-COMP-06
Product recovery of 20% by 2026
5 dated commitments
■■■■■

Product End of Life Policy, first edition
SZA-HR-13
Take-back, recycling and upcycling of embroidered products
Issued issued 15 January 2024

Environment Management Procedure
SZA/ENVI/PL/29
Impact assessment, waste segregation, energy and water conservation, pollution prevention, emergency response
Issued 1 February 2022

Social responsibility, 8 documents

Labour and Human Rights Policy
SZA-COMP-13
Annual human rights, safety and anti-harassment training for all by 2026
7 dated commitments
■■■■■■■

Living Wage Policy
SZA-COMP-14
Every employee at least 30% above the statutory minimum by FY 2027
7 dated commitments
■■■■■■■

Anti Discrimination Policy
SZA-COMP-11
No discrimination or harassment on any protected ground
6 dated commitments
■■■■■■

Child Labor Policy
SZA-COMP-10
Age verification for 100% of recruits before hiring
8 dated commitments
■■■■■■■■

Customer Health and Safety Policy
SZA-COMP-12
Zero customer safety incidents a year
9 dated commitments
■■■■■■■■■

Grievance Procedure and Policy
SZA/GRI/PL/11
Informal resolution, formal investigation and appeal
Issued 1 February 2022

Freedom of Association and Collective Bargaining
SZA/FOA/PL/27
Freedom to form and join unions
Issued 1 February 2022

Remuneration Policy
SZA/REM/PL/45
Salaries paid by the 7th of every month
Issued 1 February 2022

Governance excellence, 4 documents

Sustainable Procurement Policy
SZA-COMP-15
Every tier-one supplier signs the supplier code by 2026
21 dated commitments
■■■■■■■■■■■■■■■■■■■■■

Business Ethics Policy
SZA-COMP-06
Dual approval of transactions of INR 25,000 and above by 2027
6 dated commitments
■■■■■■

Whistleblower Policy
SZA-COMP-06
Acknowledgement within five business days
4 dated commitments
■■■■

Whistleblower Policy, vigil mechanism
SZA/WB/PL/08
Ombudsman route by e-mail, telephone or letter
Issued revision 01, 1 September 2025

Each document with its code and first commitment (Table 15.1); a square for each dated commitment of the ten 2025 policies, 84 in all (Table 15.2).

Source: Tables 10.1, 15.1 and 15.2.

Two families

The 2025 policies were issued by the business trading as Suhana Zari Arts, before the LLP was incorporated on 17 July 2025, and they carry its commitments into the LLP. Reissuing the set in the name of Suhana Zari Arts LLP is due by 30 September 2026, as Section 34 sets out. The procedures of the 2022 series and the Whistleblower and Vigil Mechanism Policy were revised on 1 September 2025 on the letterhead of Suhana Zari Arts LLP.

Approval and review

A partner signs each 2025 policy as signatory authority, and each policy provides for an annual review. The 2022-series procedures are prepared by the Compliance Assistant, reviewed by Amit Patwa, Senior Compliance Manager, and approved by a partner, with the Managing Director as document owner.

15.1 The policy register

Table 15.1

Our controlled documents, with reference, revision, approval, review and commitments

DOCUMENT	REFERENCE	ISSUED; REVISED	APPROVAL AND OWNERSHIP	REVIEW	WHAT IT COMMITS US TO
Environment Policy	SZA-COMP-15	Issued 23 January 2025	Signed by a partner as signatory authority	Annually, Managing Director and Head of Sustainability	Energy intensity down 30% by 2030; 100% renewable electricity by 2035; net zero by 2040
Sustainable Procurement Policy	SZA-COMP-15	Issued 23 January 2025	Signed by a partner as signatory authority	Annually, CPO and Sustainability Director with the Internal Audit Committee	Every tier-one supplier signs the supplier code by 2026; 100% traceable raw materials by 2030
Labour and Human Rights Policy	SZA-COMP-13	Issued 23 January 2025	Signed by a partner as signatory authority	Annually, Chief People's Officer and Head of Sustainability	Annual human rights, safety and anti-harassment training for all by 2026; grievance coverage of 100% by 2026
Living Wage Policy	SZA-COMP-14	Issued 23 January 2025	Signed by a partner as signatory authority	Annually, HR, Finance and the Sustainability Manager	Every employee at least 30% above the statutory minimum by FY 2027; annual wage revisions from FY 2026
Anti Discrimination Policy	SZA-COMP-11	Issued 23 January 2025	Signed by a partner as signatory authority	Each first quarter, HR, the Internal Committee and Compliance	No discrimination or harassment on any protected ground; 100% diversity and inclusion training by 2027
Child Labor Policy	SZA-COMP-10	Issued 23 January 2025	Signed by a partner as signatory authority	Annually, Chief Compliance Officer	Age verification for 100% of recruits before hiring; zero recurrence of child labour findings by 2028
Customer Health and Safety Policy	SZA-COMP-12	Issued 23 January 2025	Signed by a partner as signatory authority	Annually, Chief Compliance Officer, QA and the Health and Safety Committee	Zero customer safety incidents a year; 100% digital traceability of raw materials and dyes by FY 2027
Business Ethics Policy	SZA-COMP-06	Issued 23 January 2025	Signed by a partner as signatory authority	Annually, Compliance Officer	Dual approval of transactions of INR 25,000 and above by 2027; ISO 37001 certification by 2027
Whistleblower Policy	SZA-COMP-06	Issued 23 January 2025	Signed by a partner as signatory authority	Annually, Chief Compliance Officer with the Ethics Committee	Acknowledgement within five business days; substantiated complaints closed within 45 working days; zero retaliation
Product End of Life Policy	SZA-COMP-06	Issued 23 January 2025	Signed by a partner as signatory authority	Each January, Chief Compliance and Sustainability Officer	Product recovery of 20% by 2026; 90% landfill diversion and plastic-free packaging by 2030
Product End of Life Policy, first edition	SZA-HR-13	Issued 15 January 2024; the 2025 edition, SZA-COMP-06, is in force	Signed by a partner as signatory authority	Annually	Take-back, recycling and upcycling of embroidered products; its recovery and recycling targets reappear in the 2025 edition
Grievance Procedure and Policy	SZA/GRI/PL/11	1 February 2022; revised 1 September 2025, revision 0.1	Prepared by the Compliance Assistant, reviewed by Amit Patwa, Senior Compliance Manager, approved by a partner; owner the Managing Director	Revised 1 September 2025	Informal resolution, formal investigation and appeal; external mediation by agreement; no victimisation

Table 15.1 continues on the next page

Table 15.1, continued

DOCUMENT	REFERENCE	ISSUED; REVISED	APPROVAL AND OWNERSHIP	REVIEW	WHAT IT COMMITS US TO
Freedom of Association and Collective Bargaining	SZA/FOA/PL/27	1 February 2022; revised 1 September 2025, revision 0.1	Prepared by the Compliance Assistant, reviewed by Amit Patwa, Senior Compliance Manager, approved by a partner; owner the Managing Director	Revised 1 September 2025	Freedom to form and join unions; worker representatives chosen by free election; no interference or retaliation
Environment Management Procedure	SZA/ENVI/PL/29	1 February 2022; revised 1 September 2025, revision 0.1	Prepared by the Compliance Assistant, reviewed by Amit Patwa, Senior Compliance Manager, approved by a partner; owner the Managing Director	Revised 1 September 2025	Impact assessment, waste segregation, energy and water conservation, pollution prevention, emergency response
Remuneration Policy	SZA/REM/PL/45	1 February 2022; revised 1 September 2025, revision 0.1	Prepared by the Compliance Assistant, reviewed by Amit Patwa, Senior Compliance Manager, approved by a partner; owner the Managing Director	Revised 1 September 2025	Salaries paid by the 7th of every month; equal pay for equal work under ILO Convention 100
Whistleblower Policy, vigil mechanism	SZA/WB/PL/08	Revision 01, 1 September 2025	Prepared by the Compliance Assistant; approved by Amit Patwa, Senior Compliance Manager	Revised 1 September 2025	Ombudsman route by e-mail, telephone or letter; response within 48 working hours; protection against retaliation

Boundary: controlled documents in force at the licensed units during FY 2025-26, at the revision shown; codes are as printed on each document; the register also holds the 2024 first edition of the Product End of Life Policy, and the 2025 edition is the one in force.

Identification

The ten 2025 policies carry seven codes: SZA-COMP-15 is shared by two policies and SZA-COMP-06 by three. This report therefore identifies each policy by its title and code together, as Table 15.1 does.



Picture 21

Roles they assign

The Environment Policy divides its work among senior management, an environmental task force, production and facility managers, employees and contractors, and suppliers and partners, with facility managers recording environmental data every month. The Living Wage Policy asks every employee, artisan and supplier to acknowledge it and to reaffirm that acknowledgement each year.

Standards they follow

The policies take their reference points from international instruments. The Freedom of Association and Collective Bargaining policy cites ILO Conventions 87 and 98, and the Remuneration Policy ILO Conventions 100 and 131. The Anti-Discrimination Policy cites ILO Conventions 100, 111 and 190, and the Whistleblower Policy (SZA-COMP-06) the Whistle Blowers Protection Act 2014 and ISO 37002:2021.

What they require day to day

The Child Labour Policy requires age verification for every recruit before hiring, and the Form 7 register shows the youngest person examined in January 2026 to be 20. The Freedom of Association and Collective Bargaining policy requires workers to be told of their rights by poster and internal training, and worker representatives to be chosen by free election without interference.

Routes for concerns

The Whistleblower Policy (SZA-COMP-06) opens five channels: a hotline, e-mail to the Chief Compliance Officer, an online form,

in-person or written reports including confidential suggestion boxes, and anonymous letters. The Whistleblower and Vigil Mechanism Policy (SZA/WB/PL/08) adds an Ombudsman who responds within 48 working hours and reports every complaint to the management review meeting.

15.2 Dated commitments

The ten 2025 policies carry 84 targets, one for each line of the policy target tables in Section 31, with deadlines from 2025 to 2040. The Sustainable Procurement Policy carries the most, 21, and the Environment Policy the longest horizon, net zero by 2040.

Table 15.2

Targets in the policy set, by policy

POLICY	TARGETS	DEADLINES	PRINCIPAL COMMITMENTS
Environment Policy SZA-COMP-15	11	2025 to 2040	Air pollutant emissions down 30% by 2028; 75% of process water reused by 2029
Sustainable Procurement Policy SZA-COMP-15	21	2025 to 2035	Every tier-one supplier signs the supplier code by 2026 and 70% of tier-two suppliers by 2028; ILO standards upheld by suppliers by 2026
Anti Discrimination Policy SZA-COMP-11	6	2025 to 2030	100% diversity and inclusion training by 2027; anti-bias recruitment training for hiring panels by 2027
Child Labor Policy SZA-COMP-10	8	Continuous to 2030	An anonymous reporting mechanism by 2026
Customer Health and Safety Policy SZA-COMP-12	9	FY 2025 to FY 2027	100% digital traceability of raw materials and dyes; a product safety index score of 95%
Labour and Human Rights Policy SZA-COMP-13	7	2025 to 2030	Annual training for every employee and artisan by 2026; grievance coverage of 100% by 2026
Living Wage Policy SZA-COMP-14	7	FY 2026 to FY 2030	Every employee at least 30% above the statutory minimum by FY 2027; tier-one supplier audits of 100% by FY 2027
Business Ethics Policy SZA-COMP-06	6	2027 to 2029	ISO 37001 certification by 2027, met during FY 2025-26; dual approval of transactions of INR 25,000 and above by 2027
Product End of Life Policy SZA-COMP-06	5	2026 to 2032	Product recovery of 20% and 30% of returned products recycled or upcycled by 2026
Whistleblower Policy SZA-COMP-06	4	2027 and every year	100% completion of annual ethics and whistleblower training
All ten 2025 policies	84	2025 to 2040	Tracked against the FY 2025-26 position in Section 31

Boundary: targets in the ten policies issued on 23 January 2025, one for each line of the policy target tables in Section 31 (Tables 31.3, 31.4, 31.7, 31.8, 31.9, 31.11 and 31.12), as Table 31.1 counts them; deadlines as each policy states them.

Commitments already met

The Business Ethics Policy's target of ISO 37001 certification by 2027 was met during FY 2025-26, when QRO certified our anti-bribery management system. Section 31 sets every other commitment against its FY 2025-26 position.

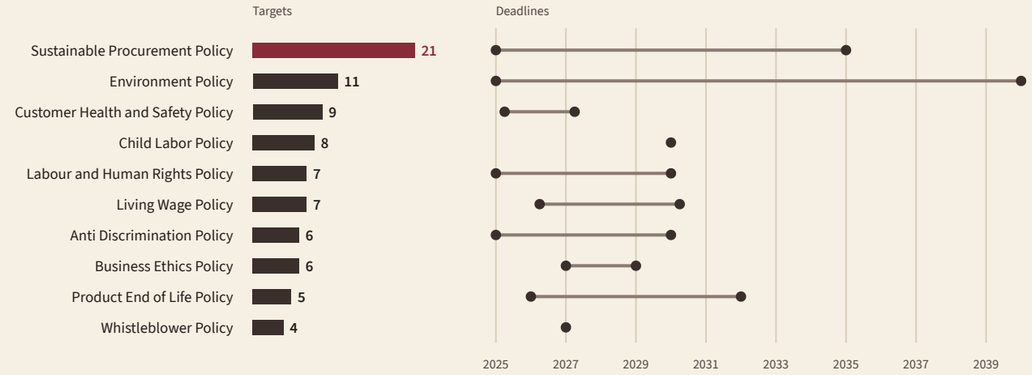
Commitments that fall due first

Among the targets due in 2026 are every tier-one supplier signing our supplier code, annual human rights and safety training for every employee and artisan, an anonymous reporting mechanism and product recovery of 20%. Each is tracked in Section 31.

Figure 20

The Sustainable Procurement Policy carries 21 of the 84 dated commitments, due between 2025 and 2035.

Dated commitments and their deadlines, the ten 2025 policies



A line runs from a policy's first dated commitment to its last; a fiscal year sits at the March that closes it.

Source: Table 15.2.

15.3 How the policies reach the floor

Table 15.3

How our policies reach workers, with the FY 2025-26 record of each channel

CHANNEL	POLICY BASIS	FY 2025-26 RECORD
Notice board	Written safety and health policy and safe operating procedures; POSH policy	Form 27 for 2025 declares both on the notice board; the POSH report records the policy there
Internal Committee constitution on display	Anti-Discrimination Policy SZA-COMP-11; POSH Act 2013	Displayed on the notice board, as the POSH report records
Daily complaint register	Grievance Procedure SZA/GRI/PL/11	203 working days, August 2025 to March 2026; no complaint
Whistleblower channels	Whistleblower Policies SZA-COMP-06 and SZA/WB/PL/08	Grievance and whistleblower register, August 2025 to March 2026: 0 complaints
Suggestion scheme	Factories Act annual return	Operated in calendar 2025; 0 suggestions received
Health and safety committee	Customer Health and Safety Policy SZA-COMP-12; ISO 45001:2018	Meeting of 15 January 2026: 8 members, 4 of them karigars
Training sessions	Labour and Human Rights Policy SZA-COMP-13; Environment Policy SZA-COMP-15	Three sessions; 810 attendances; 780 person-hours
Employee acknowledgement	Nine of the ten 2025 policies close with an employee acknowledgement block	The Sustainable Procurement Policy closes with a supplier acknowledgement block
Stakeholder communication	SA 8000:2014	Social accountability policy and complaint procedures sent with the letter receipt-stamped 5 January 2026

Boundary: channels that carry the controlled documents to workers and stakeholders at the licensed units, with records dated during FY 2025-26.

On the notice board

Our annual return for 2025 declares a written safety and health policy and written safe operating procedures, both communicated to workers on the notice board.

The POSH annual report records both the POSH policy and the Internal Committee's constitution on the notice board.

Signed acknowledgement

Nine of the ten 2025 policies close with an employee acknowledgement block, and the Sustainable Procurement Policy closes with one for suppliers.

16

Energy and climate

We used 202.52 MWh of grid electricity in FY 2025-26, and our Scope 1 to 3 emissions total 632.36 tCO_2e.

GRI 302, 305 | NGRBC Principle 6



Picture 22

Energy and emissions in brief

We used 202.73 MWh of energy in FY 2025-26, and grid electricity supplied 202.52 MWh of it, compiled from the bills of the two BEST accounts serving the licensed units. Scope 2 emissions from that electricity are 143.79 tCO_2e, Scope 1 is 0.050 tCO_2e and Scope 3 is 488.52 tCO_2e, a total of 632.36 tCO_2e across Scopes 1 to 3. Our environmental management system is certified to ISO 14001:2015 by Royal Impact Certification Ltd for the design, manufacture and supply of hand embroidery garments, panels and accessories.

16.1 Energy consumption (GRI 302-1, 302-3)

Electricity supply

Grid electricity reaches the premises through two BEST accounts, and each bill names the shed it serves, Shed 1 and Shed 1C on the ground floor at Jetha Compound. We report it by BEST billing month for both accounts, and the year's total is 202,521 kWh. Both accounts are billed on BEST's LT II C commercial tariff, with no green-power charge on either.

Meter 4080341 was billed at nil in August 2025 and at 25,017 kWh in September 2025, so the two meters together read 5,120 kWh in August and 30,577 kWh in September. Across the other ten months, combined use ran between 9,957 kWh in March 2026 and 21,423 kWh in June 2025.



Picture 23

Grid electricity	Scope 2, location-based	Scope 3 share of total	Scopes 1 to 3
202.52 MWh	143.79 tCO_2e	77.3%	632.36 tCO_2e
BEST bills, two accounts	CEA grid emission factor	Of the 632.36 tCO_2e total	Location-based Scope 2

Table 16.1

Energy and climate at a glance, FY 2025-26

MEASURE	FY 2025-26
Grid electricity	202.52 MWh
Grid electricity as energy	729.08 GJ
Petrol, company-owned motorcycle	0.207 MWh
Total energy within the organisation	202.73 MWh
Grid share of metered energy	99.9%
Renewable share of electricity	0%
Energy intensity	1.47 GJ per person
Grid electricity per person	409.1 kWh
Scope 1	0.050 tCO_2e
Scope 2, location-based	143.79 tCO_2e
Scope 3	488.52 tCO_2e
Total, Scopes 1 to 3	632.36 tCO_2e
Emission intensity	1.28 tCO_2e per person

Meter 4080341, on the Shed 1C account, accounts for 133,619 kWh, or 66.0% of the year's electricity. Meter T201225, on the Shed 1 account, accounts for 68,902 kWh, or 34.0%. Grid electricity covers the two BEST accounts serving the licensed units, and no other BEST account enters it. Meter T201225 is the steadier load, between 4,840 and 7,480 kWh in every month of the year. Meter 4080341 carries the larger and more variable load, from 5,117 kWh in March 2026 to 13,943 kWh in June 2025 outside the August and September pair.

Energy by source

Grid electricity is 202.52 MWh, or 729.08 GJ, and the company-owned petrol motorcycle adds 0.207 MWh, or 0.745 GJ. Total energy within the organisation is 202.73 MWh, or 729.82 GJ, and grid electricity is 99.9% of metered energy. We state energy in MWh and in GJ, at 1 MWh = 3.6 GJ. The Consent to Operate declares no process emission and no flue gas from a boiler or D.G. set, so stationary fuel is nil.

Renewable electricity is 0% of supply. Neither account carries a green-power charge, and the site has no solar or other generation of its own. Our FY 2024-25 report placed a rooftop installation in FY 2026-27, and the Environment Policy sets 100% renewable electricity by 2035.

Table 16.5 sets FY 2025-26 beside the three earlier years. Purchased electricity was 205.78, 203.25 and 198.53 MWh from FY 2022-23 to FY 2024-25 and 202.52 MWh in FY 2025-26, and total energy was 198.74 MWh in FY 2024-25 and 202.73 MWh in FY 2025-26.

Intensity

Energy intensity is 1.47 GJ per person, and grid electricity per person is 409.1 kWh. The intensity denominator is our workforce of 495 persons, the two partners included.

16.2 Energy outside the organisation (GRI 302-2)

Energy consumed outside the organisation is 469.814 MWh, or 1,691.33 GJ: 461.834 MWh of purchased electricity and 7.98 MWh of petrol. Energy within and outside the organisation together is 672.542 MWh, or 2,421.15 GJ.

Figure 21

Grid electricity gives the site 143.79 tCO_2e of Scope 2; Scope 3 is the largest of the three scopes.

tCO_2e and energy by scope and boundary, FY 2025-26

Upstream, Scope 3

Raw material procurement Category 1, Purchased goods and services	**99.72** tCO_2e
Packaging materials Category 1, Purchased goods and services	**314.89** tCO_2e
Material transport Category 4, Upstream transportation and distribution	**1.18** tCO_2e
Air travel Category 6, Business travel	**10.15** tCO_2e
Suburban train Category 7, Employee commuting	**0.79** tCO_2e
Motorbike Category 7, Employee commuting	**0.39** tCO_2e

Our licensed site: the organisational boundary

Scope 1, direct

Company-owned petrol motorcycle	**0.050** tCO_2e
Boiler or D.G. set	**0**
Process emissions	**0**
LPG, PNG or coal	**0**

Scope 2, purchased electricity

Purchased grid electricity, two BEST accounts: 202.52 MWh at 0.710 tCO_2e per MWh	**143.79** tCO_2e

Energy within the organisation: 729.82 GJ

Downstream, Scope 3

Export air freight Category 9, Downstream transportation and distribution	**61.40** tCO_2e

Energy outside the organisation, both directions: 469.814 MWh

Scope 2 143.79 tCO_2e (22.7%) — **Scope 3 488.52 tCO_2e (77.3%)**

Scope 1 0.050 tCO_2e (0.01%)

Total, Scopes 1 to 3: 632.36 tCO_2e

Scope 2 from the BEST bills of the two accounts (Tables 16.7, 16.8, 16.9 and 16.10). Nil sources are those the consent declares.

Source: Tables 16.4, 16.6, 16.7, 16.8, 16.9 and 16.10.

Table 16.2

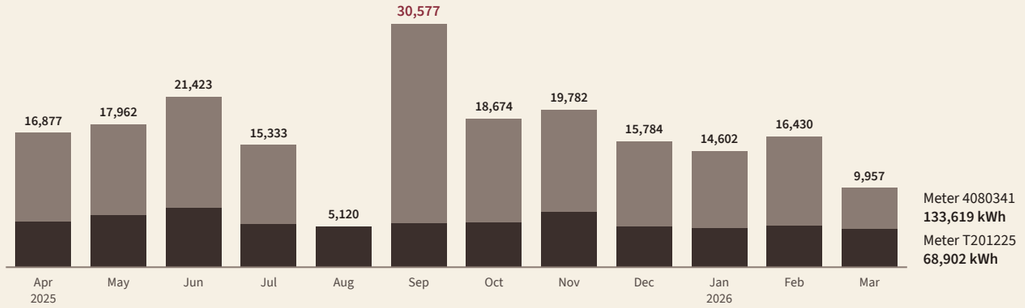
Grid electricity by meter and billing month, FY 2025-26

BILLING MONTH	METER T201225 (KWH)	METER 4080341 (KWH)	BOTH METERS (KWH)
April 2025	5,742	11,135	16,877
May 2025	6,640	11,322	17,962
June 2025	7,480	13,943	21,423
July 2025	5,440	9,893	15,333
August 2025	5,120	0	5,120
September 2025	5,560	25,017	30,577
October 2025	5,680	12,994	18,674
November 2025	7,000	12,782	19,782
December 2025	5,120	10,664	15,784
January 2026	4,960	9,642	14,602
February 2026	5,320	11,110	16,430
March 2026	4,840	5,117	9,957
FY 2025-26 total	68,902	133,619	202,521

Figure 22

Both meters drew 202,521 kWh; meter 4080341 read nil in August 2025 and 25,017 kWh in September 2025.

kWh a billing month by meter, April 2025 to March 2026



kWh by billing month, both meters stacked, on one scale from zero.

Source: Table 16.2.

Table 16.3

Electricity accounts serving the licensed units, FY 2025-26

METER	PREMISES NAMED ON THE BILL	TARIFF	FY 2025-26 (KWH)	SHARE OF TOTAL
T201225	Shed 1, ground floor, Jetha Compound	LT II C, commercial	68,902	34.0%
4080341	Shed 1C, ground floor, Jetha Compound	LT II C, commercial	133,619	66.0%
Both accounts	Shed 1 and Shed 1C, ground floor, Jetha Compound	Commercial supply with no green-power charge	202,521	100%

Table 16.4

Energy by source, FY 2025-26

SOURCE	MWH	GJ	SHARE OF ENERGY
Purchased grid electricity	202.52	729.08	99.9%
Petrol, company-owned motorcycle	0.207	0.745	0.1%
Diesel, LPG, PNG and coal	0	0	0%
Solar and other renewable generation	0	0	0%
Total within the organisation	202.73	729.82	100%

1 MWh = 3.6 GJ.

16.3 Greenhouse gas emissions (GRI 305-1, 305-2, 305-3, 305-4)

We report emissions by the three scopes of the GHG Protocol Corporate Standard for the licensed site, in tonnes of carbon dioxide equivalent. Scope 2 covers the grid electricity of the two BEST accounts serving the licensed units.

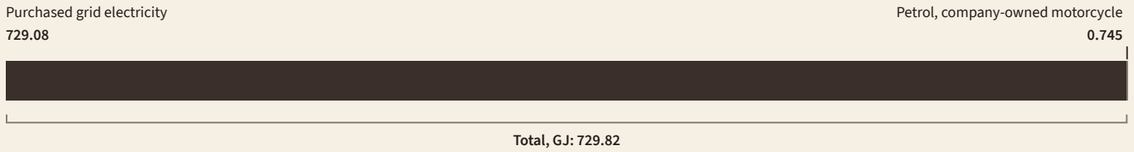
Scope 1

Scope 1 is 0.050 tCO_2e, from the company-owned petrol motorcycle. The Consent to Operate declares no process emission and no flue gas from a boiler or D.G. set, so stationary and process sources are nil.

Figure 23

Grid electricity supplied 729.08 GJ of the 729.82 GJ used within the organisation, 99.9% of energy.

Energy within the organisation, GJ, FY 2025-26



Diesel, LPG, PNG, coal and on-site renewable generation are nil and are left to the table.

Source: Table 16.4.

Table 16.5

Energy consumption within the organisation, FY 2022-23 to FY 2025-26

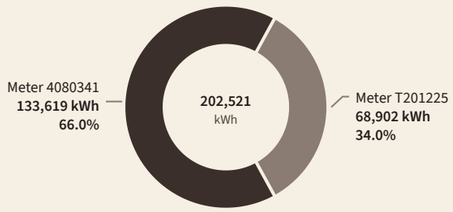
SOURCE (MWH)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Purchased grid electricity	205.78	203.25	198.53	202.52
Petrol, company-owned motorcycle	0.28	0.27	0.21	0.207
Diesel, generator	0	0	0	0
Total	206.06	203.52	198.74	202.73

Boundary: the licensed units at Jetha Compound, Mumbai.

Figure 24

Meter 4080341, serving Shed 1C, took 66.0% of the year's grid electricity.

kWh and share of the total, FY 2025-26

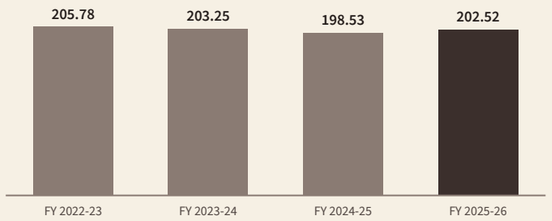


Source: Table 16.3.

Figure 25

Purchased electricity was 205.78, 203.25 and 198.53 MWh to FY 2024-25 and 202.52 MWh in FY 2025-26.

Purchased grid electricity, MWh, FY 2022-23 to FY 2025-26



Purchased grid electricity by year, on one scale from zero.

Source: Table 16.5.

Scope 2

Location-based emissions from purchased electricity are 143.79 tCO_2e. The grid emission factor is 0.710 tCO_2e per MWh, the weighted average for the Indian grid published by the Central Electricity Authority in its CO_2 Baseline Database for the Indian Power Sector, version 21.0. We hold no renewable energy certificate, power purchase agreement or green tariff, so market-based Scope 2 is also 143.79 tCO_2e. The CEA factor is stated for carbon dioxide, and we report Scope 2 in tCO_2e, the unit used across this inventory.

Table 16.6

Energy consumption outside the organisation, FY 2022-23 to FY 2025-26

SOURCE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Purchased electricity, outside the organisation (MWh)	533.12	487.44	469.331	461.834
Petrol, outside the organisation (MWh)	8.35	8.32	8.11	7.98
Total outside the organisation (MWh)	541.47	495.76	477.441	469.814
Total outside the organisation (GJ)	1,949.29	1,784.74	1,718.79	1,691.33
Within and outside the organisation (MWh)	747.53	699.28	676.181	672.542
Within and outside the organisation (GJ)	2,691.11	2,517.41	2,434.25	2,421.15

FY 2025-26 energy within the organisation is compiled from the BEST bills of the two accounts serving the licensed units.

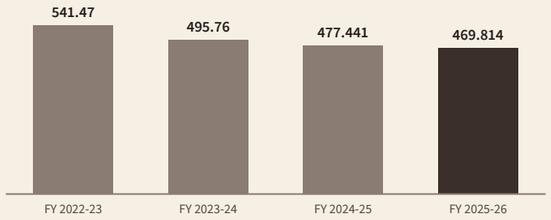


Figure 26

Energy outside the organisation fell from 541.47 MWh in FY 2022-23 to 469.814 MWh in FY 2025-26.

Energy outside the organisation, MWh, FY 2022-23 to FY 2025-26

Source: Table 16.6.

Table 16.7

Greenhouse gas inventory by source, FY 2025-26

SCOPE	SOURCE	ACTIVITY DATA	tCO_2E	SHARE OF TOTAL
Scope 1	Company-owned petrol motorcycle	0.207 MWh of petrol	0.050	0.01%
Scope 2	Purchased grid electricity, two BEST accounts	202.52 MWh	143.79	22.7%
Scope 3	Seven activity lines in categories 1, 4, 6, 7 and 9	Materials, packaging, freight, travel and commuting	488.52	77.3%
Total	Scopes 1 to 3	All three scopes	632.36	100%

Table 16.8

Scope 1 sources, FY 2025-26

SOURCE	tCO_2E	NOTE
Company-owned petrol motorcycle	0.050	Mobile combustion: petrol burned in a company-owned vehicle
Boiler or D.G. set	0	Nil: the Consent to Operate declares no flue gas from a boiler or D.G. set
Process emissions	0	Nil: the Consent to Operate declares no process emissions
LPG, PNG or coal	0	Nil: no fuel purchase in the monthly return and no combustion source on the consent
Total Scope 1	0.050	Mobile combustion only; stationary and process sources nil

Scope 3

Scope 3 is 488.52 tCO_2e across seven activity lines. Packaging materials at 314.89 tCO_2e and raw material procurement at 99.72 tCO_2e make up 84.9% of Scope 3, and export air freight adds 61.40 tCO_2e.

Table 16.9

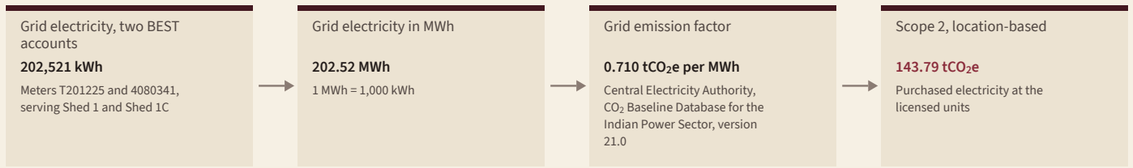
Scope 2 emissions and the grid emission factor, FY 2025-26

ITEM	VALUE	NOTE
Grid electricity, two BEST accounts	202,521 kWh	Meters T201225 and 4080341, serving Shed 1 and Shed 1C
Grid electricity in MWh	202.52 MWh	1 MWh = 1,000 kWh
Grid emission factor	0.710 tCO_2e per MWh	Central Electricity Authority, CO_2 Baseline Database for the Indian Power Sector, version 21.0: weighted average factor for the Indian grid
Scope 2, location-based	143.79 tCO_2e	Purchased electricity at the licensed units
Contractual instruments	Nil: no renewable energy certificate, power purchase agreement or green tariff	Both accounts billed on BEST's LT II C commercial tariff
Scope 2, market-based	143.79 tCO_2e	Purchased electricity at the licensed units, no contractual instrument
Energy conversion	3.6 GJ per MWh	Definition of the megawatt-hour

Figure 27

Scope 2 of 143.79 tCO_2e follows from 202.52 MWh of grid electricity at 0.710 tCO_2e per MWh.

Scope 2, location-based, FY 2025-26



Scope 2, market-based: 143.79 tCO_2e

Source: Table 16.9.

We show packaging materials under category 1 and motorbike commuting under category 7, the categories their titles name.

The inventory covers categories 1, 4, 6, 7 and 9. One category 5 movement is documented for FY 2025-26: the electronic waste consignment of 26 December 2025, taken by road under manifest MFS00/25/512 to an authorised recycler in Mumbai.

Table 16.10

Scope 3 by category, FY 2021-22 to FY 2025-26

GHG PROTOCOL CATEGORY AND ACTIVITY (tCO_2E)	UPSTREAM OR DOWNSTREAM	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
1 Purchased goods and services: raw material procurement	Upstream	110.33	109.12	112.29	101.34	99.72
1 Purchased goods and services: packaging materials	Upstream	388	350	339	320	314.89
4 Upstream transportation and distribution: material transport	Upstream	1.6	1.7	1.5	1.2	1.18
6 Business travel: air travel	Upstream	17.64	15.45	12.34	10.31	10.15

Table 16.10 continues on the next page

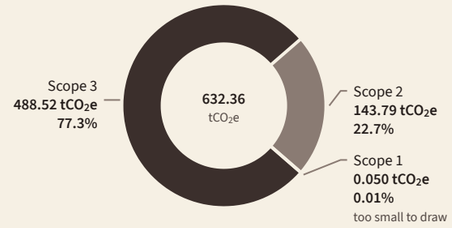
Table 16.10, continued

GHG PROTOCOL CATEGORY AND ACTIVITY (tCO_2E)	UPSTREAM OR DOWNSTREAM	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
7 Employee commuting: suburban train	Upstream	1.5	1.2	1.31	0.8	0.79
7 Employee commuting: motorbike	Upstream	0.4	0.5	0.4	0.4	0.39
9 Downstream transportation and distribution: export air freight	Downstream	79.21	70.43	67.4	62.4	61.40
Total Scope 3, seven lines	Upstream and downstream	598.68	548.4	534.24	496.45	488.52

Figure 28

Scope 3 is 77.3% of the 632.36 tCO_2e inventory; Scope 2 is 22.7%.

tCO_2e and share of the total, FY 2025-26



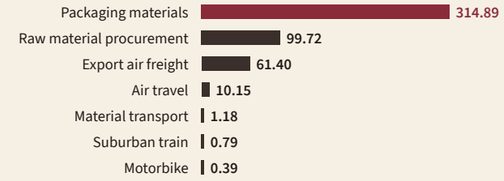
Scope 2 is the grid electricity of the two BEST accounts.

Source: Table 16.7.

Figure 29

Packaging materials, at 314.89 tCO_2e, are the largest of the seven Scope 3 lines.

tCO_2e by activity line, FY 2025-26



Scope 3 by activity line, tCO_2e. Lines under 2 tCO_2e are drawn at the least width that prints; each value is as labelled.

Source: Table 16.10.

Table 16.11

The fifteen Scope 3 categories and the FY 2025-26 inventory

GHG PROTOCOL CATEGORY	UPSTREAM OR DOWNSTREAM	FY 2025-26 INVENTORY
1 Purchased goods and services	Upstream	Included: 414.61 tCO_2e, 84.9% of Scope 3; raw material procurement 20.4% and packaging materials 64.5%
2 Capital goods	Upstream	Outside the FY 2025-26 inventory
3 Fuel- and energy-related activities	Upstream	Outside the FY 2025-26 inventory
4 Upstream transportation and distribution	Upstream	Included: 1.18 tCO_2e, 0.2% of Scope 3
5 Waste generated in operations	Upstream	Outside the FY 2025-26 inventory
6 Business travel	Upstream	Included: 10.15 tCO_2e, 2.1% of Scope 3
7 Employee commuting	Upstream	Included: suburban train 0.79 tCO_2e, 0.2% of Scope 3; motorbike 0.39 tCO_2e, 0.1%
8 Upstream leased assets	Upstream	Outside the FY 2025-26 inventory
9 Downstream transportation and distribution	Downstream	Included: 61.40 tCO_2e, 12.6% of Scope 3

Table 16.11 continues on the next page

Table 16.11, continued

GHG PROTOCOL CATEGORY	UPSTREAM OR DOWNSTREAM	FY 2025-26 INVENTORY
10 Processing of sold products	Downstream	Outside the FY 2025-26 inventory
11 Use of sold products	Downstream	Outside the FY 2025-26 inventory
12 End-of-life treatment of sold products	Downstream	Outside the FY 2025-26 inventory
13 Downstream leased assets	Downstream	Outside the FY 2025-26 inventory
14 Franchises	Downstream	Outside the FY 2025-26 inventory
15 Investments	Downstream	Outside the inventory: we have no subsidiary or joint venture

Shares of Scope 3 are rounded to one decimal place. Value-chain activity data is compiled from FY 2026-27 (Table 32.7).

Scope 2 emissions from that electricity are 143.79 tCO_2e, Scope 1 is 0.050 tCO_2e and Scope 3 is 488.52 tCO_2e, a total of 632.36 tCO_2e across Scopes 1 to 3.

Emissions across Scopes 1 to 3 total 632.36 tCO_2e, or 1.28 tCO_2e per person. Scope 3 is 77.3% of the total and Scope 2 is 22.7%. Our totals for FY 2022-23, FY 2023-24 and FY 2024-25 were 694.16, 678.21 and 637.06 tCO_2e.

16.4 Commitments and management

Our Environment Management Procedure SZA/ENVI/PL/29, revision 0.1 of 1 September 2025, sets out energy and resource conservation, periodic audits of energy use and public reporting against the GRI Standards. It operates under the ISO 14001:2015 system, and the Environment Policy SZA-COMP-15 adds an annual energy and GHG audit in line with the GHG Protocol. This inventory is the first with Scope 2 compiled from the BEST bills of the accounts that serve the site. The same policy commits us to LED lighting, variable frequency drives and motion sensors in place of energy-intensive equipment, and to awareness campaigns on energy conservation for employees.

Targets

Our Environment Policy sets a 30% cut in energy intensity by 2030 and 100% renewable electricity by 2035, both against a 2024 baseline, and net zero by 2040. Our FY 2024-25 report added a solar feasibility study with a rooftop installation for FY 2026-27, a 10% cut in energy intensity by FY 2026-27 and a formal carbon-accounting methodology. Our FY 2025-26 position is 1.47 GJ per person, 0% renewable electricity and 632.36 tCO_2e. The policy assigns the energy KPI to Operations for quarterly monitoring, the renewable share to the Sustainability Office every six months and total CO_2e to the Head of Sustainability once a year.

Table 16.12

Greenhouse gas emissions by scope, FY 2022-23 to FY 2025-26

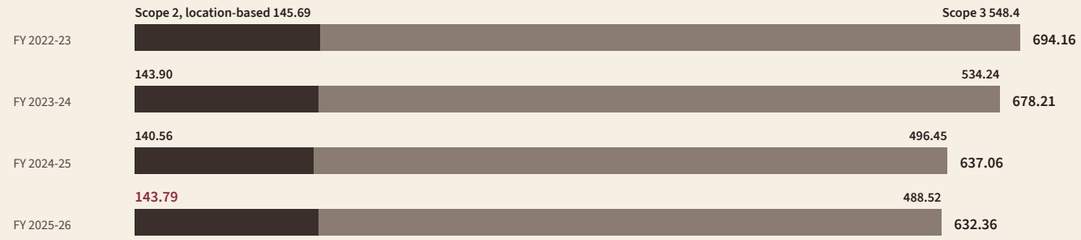
SCOPE (tCO_2E)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Scope 1, direct	0.069	0.066	0.051	0.050
Scope 2, location-based	145.69	143.90	140.56	143.79
Scope 2, market-based	145.69	143.90	140.56	143.79
Scope 3, other indirect	548.4	534.24	496.45	488.52
Total, Scopes 1 to 3	694.16	678.21	637.06	632.36
Per person, Scopes 1 to 3	1.42	1.37	1.29	1.28

Location-based and market-based Scope 2 are equal: no contractual instrument is held.

Figure 30

Total emissions fell from 694.16 to 637.06 tCO_2e by FY 2024-25 and were 632.36 tCO_2e in FY 2025-26.

tCO_2e by scope, FY 2022-23 to FY 2025-26



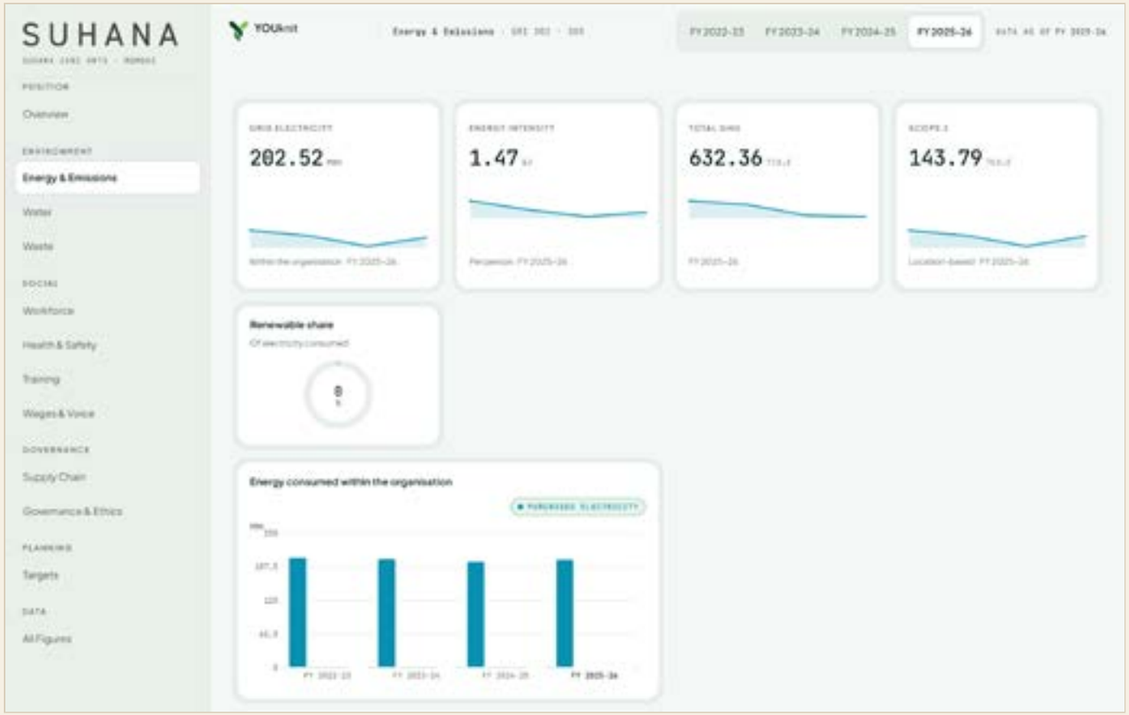
The bar is the total of Scopes 1 to 3; Scope 1 is too small to draw at this scale and is left to the table.

Source: Table 16.12.

Figure 31

The Energy & Emissions screen sets grid electricity, energy intensity and total emissions beside the renewable share.

YOUknit, Energy & Emissions screen, FY 2025-26 view



The Energy & Emissions screen sets grid electricity, energy intensity per person, total emissions and location-based emissions from electricity for FY 2025-26. It gives the renewable share of electricity, and it charts grid electricity for each year. Section 36.9 sets out how a figure on this screen traces to this report and to its record, and how the data is protected. Its FY 2025-26 figures are in Tables 8.1 and 16.12.

Source: YOUknit, edited as Section 36.9 states; figures as Tables 8.1 and 16.12.

Table 16.13

Energy and climate commitments and the FY 2025-26 position

COMMITMENT	SOURCE	BASELINE	DEADLINE	MONITORING NAMED IN THE SOURCE	FY 2025-26 POSITION
Energy intensity down 30%	Environment Policy SZA-COMP-15, KPI table	2024	2030	Operations, quarterly	1.47 GJ per person
Renewable electricity at 100%	Environment Policy SZA-COMP-15, KPI table	2024	2035	Sustainability Office, every six months	0%: both accounts on grid supply with no green-power charge
Net zero, total CO_2e	Environment Policy SZA-COMP-15, KPI table	2024	2040	Head of Sustainability, annual	632.36 tCO_2e across Scopes 1 to 3
Annual energy and GHG audit in line with the GHG Protocol	Environment Policy SZA-COMP-15, section 3a	Annual	Annual	Disclosed in the annual sustainability report	This inventory, with Scope 2 compiled from the BEST bills

Table 16.13 continues on the next page

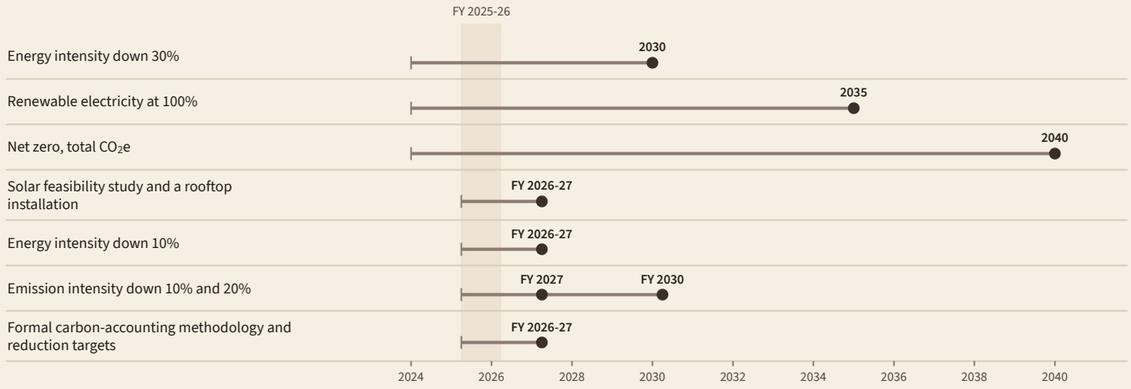
Table 16.13, continued

COMMITMENT	SOURCE	BASELINE	DEADLINE	MONITORING NAMED IN THE SOURCE	FY 2025-26 POSITION
Solar feasibility study and a rooftop installation	FY 2024-25 sustainability report	Qualitative commitment	FY 2026-27	Sustainability Office, every six months, under the renewable KPI	0 kWh generated on site; supply from two BEST grid accounts
Energy intensity down 10%	FY 2024-25 sustainability report	As set in the FY 2024-25 report	FY 2026-27	Mid-term review of intensity goals, FY 2026-27	1.47 GJ per person
Emission intensity down 10% and 20%	FY 2024-25 sustainability report	As set in the FY 2024-25 report	FY 2027 and FY 2030	Mid-term review of intensity goals, FY 2026-27	1.28 tCO_2e per person
Formal carbon-accounting methodology and reduction targets	FY 2024-25 sustainability report	Qualitative commitment	FY 2026-27	Mid-term review of intensity goals, FY 2026-27	Scope 2 reported under the GHG Protocol with the CEA v21.0 factor

Figure 32

Energy and climate commitments fall due from FY 2026-27 to 2040, when the Environment Policy sets net zero.

Deadline by commitment, on a year scale



A line starts at the baseline year where the policy sets one, else at FY 2025-26; the annual energy and GHG audit is left to the table.

Source: Table 16.13.

17

Water, air and the working environment

We withdrew 3,673 KL of municipal water in FY 2025-26, 134.2% of the consented quantity; air and noise met every limit.

GRI 303, 305-7, 403 | NGRBC Principles 3 and 6



Picture 24

Water and air in brief

We withdrew 3,673 KL of municipal water in FY 2025-26, as the company's monthly data return records, all of it for domestic use. Average withdrawal was 134.2% of the daily quantity in the Consent to Operate. Two ambient air rounds and two day-time noise readings by an accredited laboratory met every limit the laboratory applied, and workplace illumination was within the IS 3646 band. A drinking water sample taken at a dispenser in February 2026 detected total coliform bacteria, the one drinking water result outside IS 10500:2012.

17.1 Water withdrawal (GRI 303-3)

Our only source is the MCGM municipal supply, the source named in the Consent to Operate. The consent permits water use at the site for domestic purposes only, at 7,500 litres a day, and declares no process, cooling or boiler water. Groundwater, surface water, harvested rainwater and tanker water are nil.

How we use water

Water at the site serves drinking, sanitation and cleaning for the workforce; hand embroidery at frames uses none. Our water-related impact is therefore the draw on the municipal supply and the domestic sewage we return to it, both governed by the terms of the Consent to Operate.

Monthly return

The company's return records 3,673 KL for the twelve months of FY 2025-26. Monthly withdrawal ranged from 145 KL in November 2025 to 514 KL in September 2025. The same return gives 4,189, 3,170 and 3,758 KL for FY 2022-23 to FY 2024-25.

Next steps

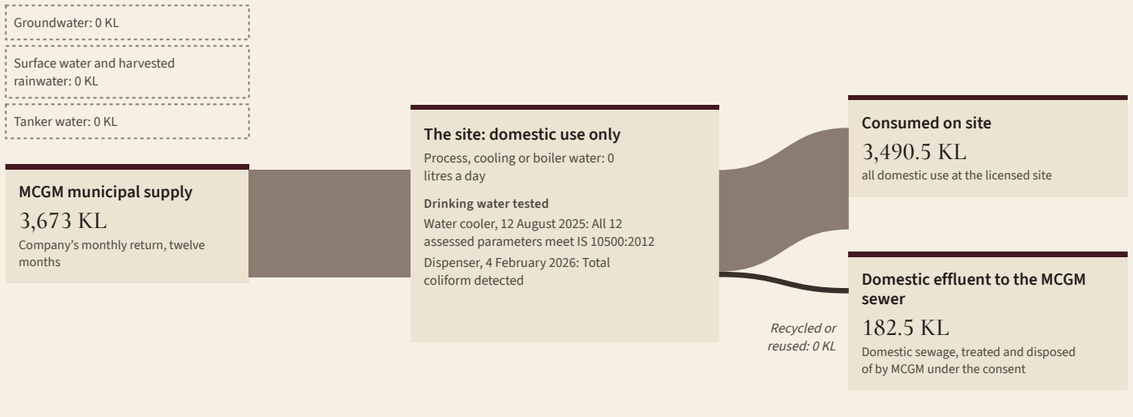
From FY 2026-27 we will file every monthly BEST bill for both accounts as it is issued, and keep monthly activity records for the motorcycle's petrol, our purchased goods and our freight.

Municipal water withdrawn	Withdrawal against consent	PM2.5, share of its limit	Illumination, working area
3,673 KL	134.2%	43.7%	382.2 lux
Municipal potable supply	Against 7,500 litres a day from MCGM	26.21 µg/m³ against 60 µg/m³	300 to 500 lux, permissible

Figure 33

All 3,673 KL came from the municipal supply for domestic use; 3,490.5 KL was consumed.

KL and litres a day, FY 2025-26



Consented 7,500 litres a day; withdrawal averaged 10,063 litres a day, 134.2% of the consented quantity over the year

Band widths to scale. Withdrawal from the company's monthly return; discharge at the 500 litres a day the consent declares.

Source: Tables 17.1, 17.2, 17.3 and 17.5.

Average withdrawal was 134.2% of the daily quantity in the Consent to Operate.



Picture 25

17.2 Discharge and consumption (GRI 303-4, 303-5)

Discharge

Domestic effluent goes to the MCGM sewage system, which the consent names for both treatment and disposal, and discharge for the year is 182.5 KL. No process effluent arises, as the consent declares no process, cooling or boiler water, and the site has no treatment or reuse installation, so recycled water is 0%. Water consumed was 3,490.5 KL.

The Consent to Operate places the site in the White category under the CPCB harmonised classification of 12 February 2025 and the MPCB circular of 23 June 2025. It records the water, effluent, emission and waste terms that Table 17.3 sets beside our FY 2025-26 position.

17.3 Drinking water quality

Testing

Spectro SSA Labs Private Limited, part of Eurofins Scientific and accredited under NABL as TC-8163, tested our drinking water twice during the year against IS 10500:2012. It sampled a water cooler on 12 August 2025 and a dispenser on 4 February 2026, which matches the twice-yearly frequency in our SA 8000 statement for 2025. The laboratory drew the August sample itself; we drew the February sample, and the laboratory analysed it as received.

Results

The August 2025 sample met all 12 parameters the laboratory assessed, with pH of 6.95 against a range of 6.5 to 8.5 and total dissolved solids of 130.0 mg/l against 500. Residual free chlorine was below the limit of quantification of 0.05 mg/l in both samples. The laboratory gave it no verdict, as the 0.2 mg/l minimum of IS 10500:2012 applies to chlorinated water only. The February 2026 dispenser sample detected total coliform bacteria, which the standard does not permit. Its pH of 6.56 and total dissolved solids of 72.0 mg/l met their limits, and E. coli was not detected in either sample.

IS 10500:2012 sets an acceptable limit for each parameter and, for some, a higher permissible limit that applies only where no alternative source exists; Table 17.4 shows both.

Follow-up

In FY 2026-27 we will have the laboratory draw a fresh sample at the dispenser, with a residual chlorine check, and keep the laboratory as the sampler for every test.

Withdrawal against the consent

Average withdrawal of 10,063 litres a day was 134.2% of the 7,500 litres a day stated in the Consent to Operate, which was issued on our intimation of 17 December 2025. Nine of the twelve months were above the consented daily quantity, and September 2025 was highest at 17,133 litres a day. The consented quantity for the year is 2,737.5 KL, and withdrawal per person was 7.42 KL, all of it domestic. We will align the consented quantity with actual use at the next consent renewal.

Rainwater

Our FY 2024-25 report set a rainwater harvesting system to be operational in FY 2025-26. The system is not yet built, and harvested rainwater is 0 KL for the year. Section 34 dates the harvesting design for 25% of demand to 31 March 2027.

Table 17.1

Municipal water withdrawn by month against the consented domestic quantity, FY 2025-26

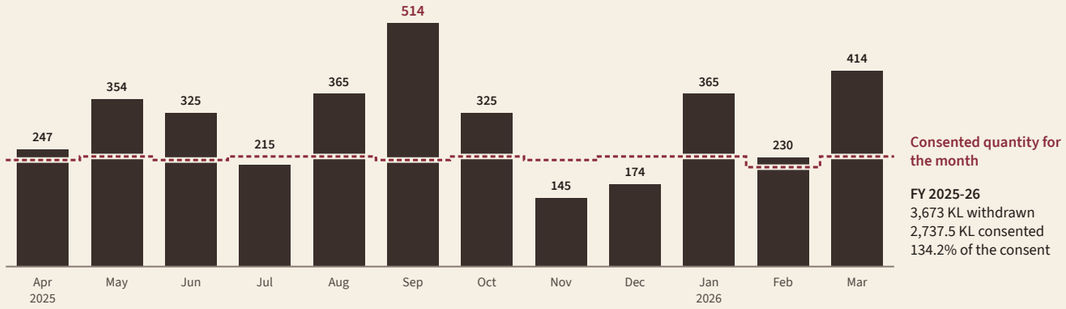
MONTH	WITHDRAWN (KL)	DAYS	WITHDRAWN PER DAY (LITRES)	CONSENTED QUANTITY FOR THE MONTH (KL)	WITHDRAWAL AGAINST CONSENT
April 2025	247	30	8,233	225.0	109.8%
May 2025	354	31	11,419	232.5	152.3%
June 2025	325	30	10,833	225.0	144.4%
July 2025	215	31	6,935	232.5	92.5%
August 2025	365	31	11,774	232.5	157.0%
September 2025	514	30	17,133	225.0	228.4%
October 2025	325	31	10,484	232.5	139.8%
November 2025	145	30	4,833	225.0	64.4%
December 2025	174	31	5,613	232.5	74.8%
January 2026	365	31	11,774	232.5	157.0%
February 2026	230	28	8,214	210.0	109.5%
March 2026	414	31	13,355	232.5	178.1%
FY 2025-26	3,673	365	10,063	2,737.5	134.2%

Withdrawal: the company's monthly return, entered as units in cells headed KL. Consented quantity: 7,500 litres a day of domestic use on the Consent to Operate.

Figure 34

Withdrawal passed the consented quantity in nine of twelve months, peaking at 514 KL in September 2025.

KL a month against the consented monthly quantity, FY 2025-26



The dotted line is the consented domestic quantity for each month: 7,500 litres a day, over the month's days.

Source: Tables 17.1 and 17.3.

Table 17.2

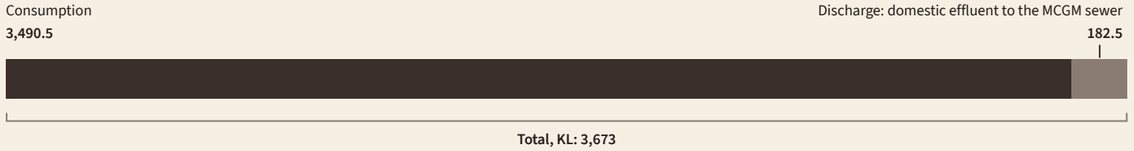
Water balance, FY 2025-26

FLOW (GRI 303)	KL	NOTE
Withdrawal: third-party water, MCGM municipal supply	3,673	Company's monthly return, twelve months
Withdrawal: groundwater	0	Nil: the consent names MCGM supply as the only source
Withdrawal: surface water and harvested rainwater	0	Nil: no harvesting installation; MCGM is the only source on the consent
Withdrawal: tanker water	0	Nil: MCGM is the only source on the consent
Total withdrawal, all freshwater	3,673	Municipal potable supply
Discharge: domestic effluent to the MCGM sewer	182.5	Domestic sewage, treated and disposed of by MCGM under the consent
Discharge: process effluent	0	Nil: the consent declares no process, cooling or boiler water
Consumption	3,490.5	All domestic use at the licensed site
Water recycled or reused	0	Nil: no treatment or reuse installation on site; recycled share 0%
Withdrawal per person	7.42	All domestic use, twelve months

Figure 35

Of 3,673 KL withdrawn, 3,490.5 KL was consumed and 182.5 KL went to the MCGM sewer.

KL, FY 2025-26



Discharge is domestic effluent to the MCGM sewer; recycled and process water are nil.

Source: Table 17.2.

Table 17.3

Consent to Operate: water, effluent, emission and waste terms

TERM	AS DECLARED ON THE CONSENT, 17 DECEMBER 2025	FY 2025-26 POSITION
Category	White, under the CPCB harmonised classification of 12 February 2025 and the MPCB circular of 23 June 2025	The site operated in the White category
Product	Readymade garments, hand embroidery and made ups, 18,000 a month, no unit given	Hand embroidery on couture panels
Domestic water	7,500 litres a day from MCGM	Withdrawal averaged 10,063 litres a day
Process, cooling or boiler water	0 litres a day	Nil

Table 17.3 continues on the next page

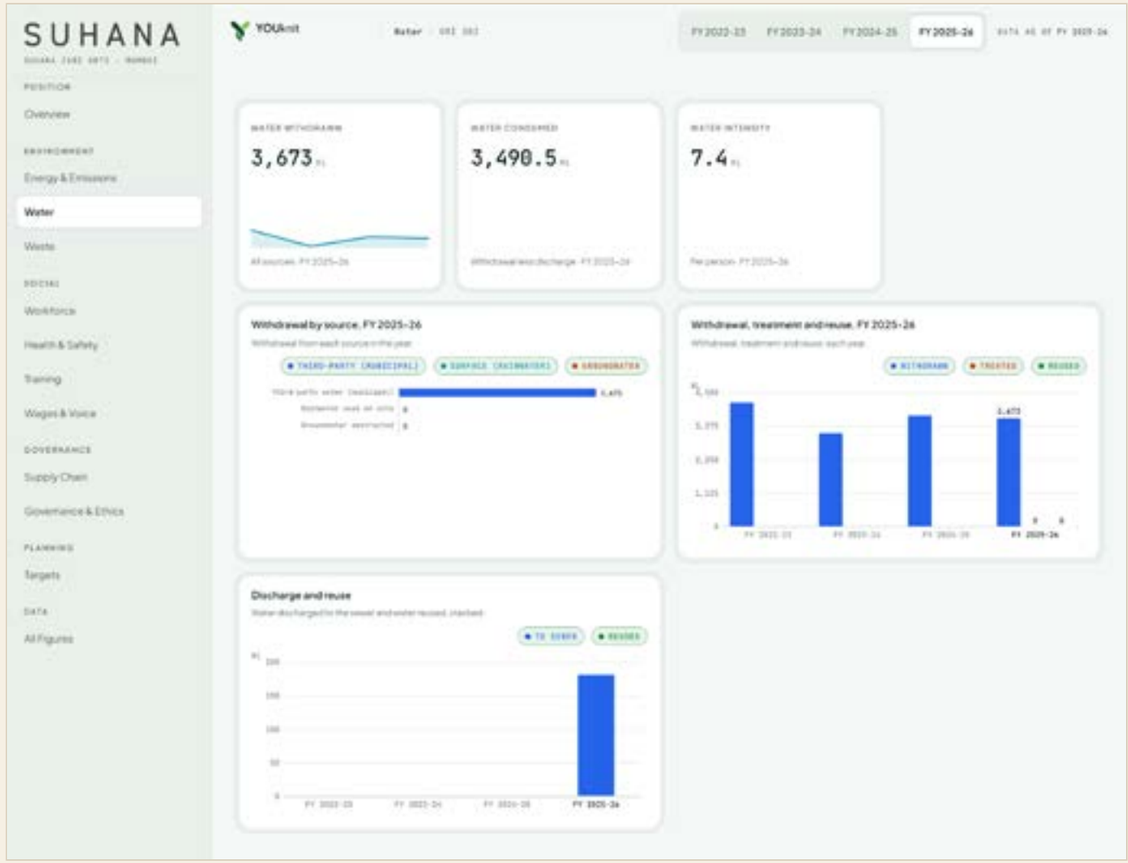
Table 17.3, continued

TERM	AS DECLARED ON THE CONSENT, 17 DECEMBER 2025	FY 2025-26 POSITION
Domestic effluent	500 litres a day to the MCGM sewage system for treatment and disposal	182.5 KL for the year
Process emissions, boiler or D.G. set flue gas, fugitive emission	None declared; stack and chimney marked NA on the consent	Scope 1 covers only the company-owned motorcycle
Hazardous waste under the Hazardous Waste Rules 2016	None generated	0 MT; 16 articles of e-waste went to an authorised recycler under the E-Waste Rules

Figure 36

The Water screen sets water withdrawn, water consumed and water intensity beside withdrawal by source and discharge to the sewer.

YOUknit, Water screen, FY 2025-26 view



The Water screen sets water withdrawn, water consumed and water intensity per person for FY 2025-26. It charts withdrawal by source and discharge to the sewer for FY 2025-26, and water withdrawn for each year beside water treated and reused. Section 36.9 sets out how a figure on this screen traces to this report and to its record, and how the data is protected. Its FY 2025-26 figures are in Tables 8.1 and 17.2.

Source: YOUknit, edited as Section 36.9 states; figures as Tables 8.1 and 17.2.

Table 17.4

Drinking water quality against IS 10500:2012, FY 2025-26

PARAMETER (UNIT)	12 AUG 2025, WATER COOLER	4 FEB 2026, DISPENSER	IS 10500:2012 ACCEPTABLE (PERMISSIBLE) LIMIT	TEST METHOD	LABORATORY VERDICT
pH at 25 °C	6.95	6.56	6.5 to 8.5	IS 3025 (Part 11) 2022	Yes on both
Colour (CU)	BLQ (LOQ 1.0)	BLQ (LOQ 1.0)	5 (15)	IS 3025 (Part 4) 2021	Yes on both
Odour	Agreeable	Agreeable	Agreeable	IS 3025 (Part 5) 2018	Yes on both
Taste	Agreeable	Not tested: sample failed the microbiological requirement	Agreeable	IS 3025 (Part 8) 2017	Yes in August
Turbidity (NTU)	0.59	0.52	1 (5)	IS 3025 (Part 10)	Yes on both
Chloride as Cl (mg/l)	30.0	13.0	250 (1,000)	IS 3025 (Part 32) 1988	Yes on both
Residual free chlorine (mg/l)	BLQ (LOQ 0.05)	BLQ (LOQ 0.05)	0.2 minimum when chlorinated (1.0)	IS 3025 (Part 26) 2021	Not applicable: no verdict printed; the 0.2 minimum applies to chlorinated water only
Fluoride as F (mg/l)	BLQ (LOQ 0.03)	BLQ (LOQ 0.03)	1.0 (1.5)	APHA 4500F-D 2023	Yes on both
Iron as Fe (mg/l)	BLQ (LOQ 0.08)	BLQ (LOQ 0.08)	0.3 (no relaxation)	IS 3025 (Part 53) 2024	Yes on both
Total hardness as $CaCO_3$ (mg/l)	64.0	41.0	200 (600)	IS 3025 (Part 21) 2009	Yes on both
Total dissolved solids at 180 °C (mg/l)	130.0	72.0	500 (2,000)	IS 3025 (Part 16) 2023	Yes on both
Total coliform bacteria (per 100 ml)	Not detected	Detected; confirmatory column reads No	Shall not be detectable	IS 15185:2016	Meets the limit in August; detected in February
E. coli (per 100 ml)	Not detected	Not detected	Shall not be detectable	IS 15185:2016	Yes on both

BLQ: below the limit of quantification (LOQ). Spectro SSA Labs Private Limited, NABL TC-8163.

17.4 Ambient air (GRI 305-7)

Air quality

Enviro Analysts and Engineers Pvt. Ltd., accredited under NABET and NABL as laboratory TC-11189, sampled ambient air twice during the year, near the working area on 21 August 2025 and near the main gate on 3 November 2025. Every result was within the National Ambient Air Quality Standards of 2009. PM10 read 39.97 and 37.91 µg/m³ against 100, PM2.5 read 24.97 and 26.21 against 60, sulphur dioxide read 7.14 and 7.41 against 80, and nitrogen dioxide read 11.28 and 11.40 against 80.

The consent records no stack, chimney, boiler or D.G. set at the site and declares no process emission, so the ambient readings describe the air around the workshop rather than an emission of ours.

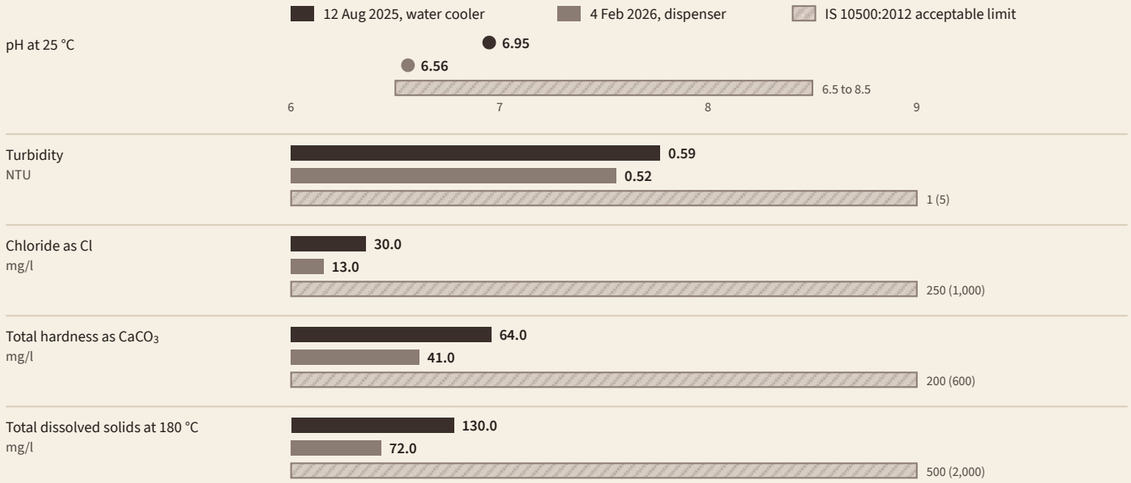
Sampling method

Each sample ran for eight hours, and the laboratory compares it with the 24-hour NAAQS value. The laboratory collected every sample itself under its procedure EAEPL/LAB/SOP/01, recorded 28 °C and 63% relative humidity in August and 30 °C and 56% in November, and remarked on both reports that all measured values were within limits.

Figure 37

Both samples met every chemical limit with a verdict, but the February 2026 dispenser sample detected total coliform.

Result against the IS 10500:2012 acceptable limit, two samples



Parameters below the limit of quantification, and coliform and E. coli, are left to the table.

Source: Table 17.4.

Table 17.5

Drinking water test record

REPORT	SAMPLE POINT	SAMPLED	ISSUED	SAMPLE DRAWN BY	OUTCOME
M250812006	Water cooler	12 August 2025	20 August 2025	The laboratory	All 12 assessed parameters meet IS 10500:2012; residual free chlorine has no verdict, its 0.2 mg/l minimum applying to chlorinated water only; coliform and E. coli not detected
M260204021	Dispenser	4 February 2026	11 February 2026	Submitted to the laboratory; analysed as received	Total coliform detected; nine chemical parameters and E. coli meet the standard; residual free chlorine has no verdict; taste not tested

The 2025 laboratory reports are issued for the company's premises at C.S. No. 1/708, Jetha Compound.

Against December 2024

The same laboratory's December 2024 round read PM10 of 53.01, PM2.5 of 32.22, sulphur dioxide of 11.45 and nitrogen dioxide of 14.99 µg/m³. Each FY 2025-26 reading is below its December 2024 counterpart, and we draw no trend from single eight-hour samples taken in different seasons.

17.5 Noise and illumination (GRI 403)

Noise

Day-time ambient noise was 62.5 dB(A) Leq near the working area on 21 August 2025 and 53.1 dB(A) Leq near the main gate on 3 November 2025. Both readings are below the 75 dB(A) day-time limit for industrial areas that the laboratory applied and the 65 dB(A) day-time limit for commercial areas, both under the Noise Pollution (Regulation and Control) Rules 2000. These are ambient readings taken with the laboratory's procedure EAEPL/LAB/SOP/04, not personal exposure measurements.

Table 17.6

Ambient air quality against NAAQS 2009, FY 2025-26

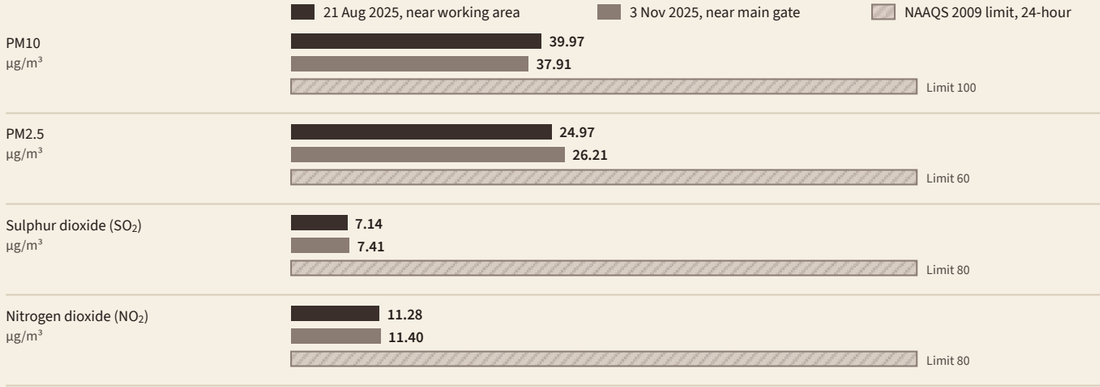
PARAMETER (µG/M³)	21 AUG 2025, NEAR WORKING AREA	3 NOV 2025, NEAR MAIN GATE	FY 2024-25, DECEMBER 2024	NAAQS 2009 LIMIT, 24-HOUR	METHOD
PM10	39.97	37.91	53.01	100	IS 5182 (Part 23) 2006, reaffirmed 2022
PM2.5	24.97	26.21	32.22	60	IS 5182 (Part 24) 2019, reaffirmed 2024
Sulphur dioxide (SO_2)	7.14	7.41	11.45	80	IS 5182 (Part 2) Sec 1 2023
Nitrogen dioxide (NO_2)	11.28	11.40	14.99	80	IS 5182 (Part 6) 2006, reaffirmed 2022

Eight-hour ambient samples by Enviro Analysts and Engineers Pvt. Ltd. (NABL TC-11189), compared by the laboratory with the 24-hour NAAQS values. The 2025 laboratory reports are issued for the company's premises at C.S. No. 1/708, Jetha Compound.

Figure 38

Every ambient air reading sat within NAAQS 2009; PM2.5 came closest to its limit, at 26.21 of 60 µg/m³.

µg/m³, eight-hour samples against the 24-hour NAAQS 2009 limit



The earlier round the table prints (FY 2024-25, December 2024) is not drawn: single samples taken in different seasons carry no trend.

Source: Table 17.6.

Table 17.7

Ambient air and noise sampling record, FY 2025-26

PARTICULAR	ROUND 1	ROUND 2
Air report	EAEPL/A/08/25/01799	EAEPL/A/11/25/02319
Noise report	EAEPL/N/08/25/01800	EAEPL/N/11/25/02320
Illumination report	EAEPL/IL/08/25/01800A	Tested in round 1

Table 17.7 continues on the next page

Table 17.7, continued

PARTICULAR	ROUND 1	ROUND 2
Sampling date	21 August 2025	3 November 2025
Report date	23 August 2025	5 November 2025
Location	Near working area at site	Near main gate at site
Air sampling duration	8 hours	8 hours
Ambient temperature and relative humidity	28 °C, 63%	30 °C, 56%
Sample collected by	EAEPL laboratory	EAEPL laboratory
Sampling procedure	EAEPL/LAB/SOP/01 (air), EAEPL/LAB/SOP/04 (noise)	EAEPL/LAB/SOP/01 (air), EAEPL/LAB/SOP/04 (noise)
Customer reference	EAEPL/Q/213/2025 of 11 August 2025	EAEPL/Q/319/2025 of 3 November 2025
Laboratory remark	All measured values are within limits	All measured values are within limits for the tested parameters

The 2025 laboratory reports are issued for the company's premises at C.S. No. 1/708, Jetha Compound.

Illumination

Lighting near the working area measured 382.2 lux on 21 August 2025, within the permissible range of 300 to 500 lux in IS 3646 (Part 1) 1992. The laboratory recorded it as within the permissible limit for the location. We present the illumination reading as a laboratory test result; unlike the air, noise and water reports, it is not issued under the laboratory's accreditation. Illumination matters most for close needlework at frames, and the reading sits 82.2 lux above the lower end of the range.

Among the ambient air readings, the highest share of its limit was PM2.5 near the main gate, at 43.7% of its NAAQS limit, and sulphur dioxide reached no more than 9.3% of its limit. Drinking water total dissolved solids reached 26.0% of the IS 10500:2012 acceptable limit.

17.6 Monitoring programme

Our Environment Policy SZA-COMP-15 commits to annual ambient air testing in line with CPCB and SPCB standards, and our SA 8000 statement for 2025 sets drinking water tests once in six months. During FY 2025-26 two air rounds, two noise readings, one illumination test and two drinking water tests were completed, which matches both stated frequencies. Domestic sewage is treated and disposed of by MCGM, as the consent records, so the site has no outlet of its own to sample. Six of the seven in-year reports rest on samples the laboratory drew itself; the exception is the February 2026 dispenser sample.

Premises on the reports

The 2025 laboratory reports are issued for the company's premises at C.S. No. 1/708, Jetha Compound.

Next steps

From FY 2026-27 we will space the two drinking water tests six months apart and sample ambient air, noise and illumination at the working areas of all four licensed units, so that each unit carries its own result.

Table 17.8

Noise and illumination, FY 2025-26

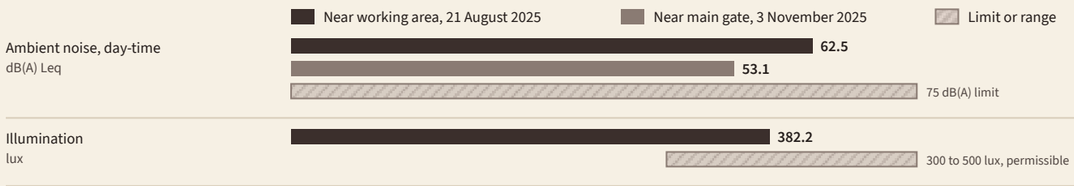
MEASUREMENT	LOCATION AND DATE	RESULT	LIMIT OR RANGE	STANDARD OR METHOD	REPORT
Ambient noise, day-time	Near working area, 21 August 2025	62.5 dB(A) Leq	75 dB(A), day-time limit for industrial areas	Noise Pollution (Regulation and Control) Rules 2000; EAEPL/LAB/SOP/04	EAEPL/N/08/25/01800
Ambient noise, day-time	Near main gate, 3 November 2025	53.1 dB(A) Leq	75 dB(A), day-time limit for industrial areas	Noise Pollution (Regulation and Control) Rules 2000; EAEPL/LAB/SOP/04	EAEPL/N/11/25/02320
Illumination	Near working area, 21 August 2025	382.2 lux	300 to 500 lux, permissible	IS 3646 (Part 1) 1992	EAEPL/IL/08/25/01800A

The laboratory applied the 75 dB(A) day-time limit; the 65 dB(A) limit for commercial areas under the same Rules appears in Table 27.1. The 2025 laboratory reports are issued for the company's premises at C.S. No. 1/708, Jetha Compound.

Figure 39

Day-time noise read 62.5 and 53.1 dB(A) against a 75 dB(A) norm; illumination was 382.2 lux.

dB(A) Leq and lux against the stated norm or range, FY 2025-26



Source: Table 17.8.

Table 17.9

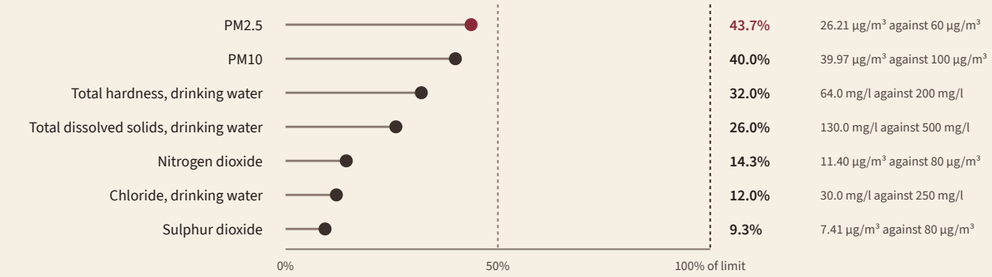
FY 2025-26 results against their limits

PARAMETER	HIGHEST FY 2025-26 RESULT	LIMIT	RESULT AGAINST LIMIT	STANDARD
PM10	39.97 µg/m³	100 µg/m³	40.0%	NAAQS 2009
PM2.5	26.21 µg/m³	60 µg/m³	43.7%	NAAQS 2009
Sulphur dioxide	7.41 µg/m³	80 µg/m³	9.3%	NAAQS 2009
Nitrogen dioxide	11.40 µg/m³	80 µg/m³	14.3%	NAAQS 2009
Day-time noise	62.5 dB(A) Leq	75 dB(A)	12.5 dB below the limit	Noise Pollution (Regulation and Control) Rules 2000, industrial area
Illumination	382.2 lux	300 to 500 lux	Within the range, 82.2 lux above its lower end	IS 3646 (Part 1) 1992
Total dissolved solids, drinking water	130.0 mg/l	500 mg/l	26.0%	IS 10500:2012
Total hardness, drinking water	64.0 mg/l	200 mg/l	32.0%	IS 10500:2012
Chloride, drinking water	30.0 mg/l	250 mg/l	12.0%	IS 10500:2012

Figure 40

No air or drinking water result reached half its limit; PM2.5 came closest, at 43.7%.

Highest FY 2025-26 result as a share of its limit, percent



Noise and illumination are stated against their norm and range in words, so the table carries them.

Source: Table 17.9.

Table 17.10

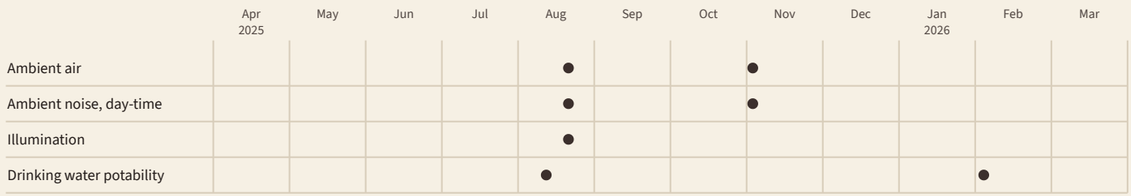
Environmental monitoring programme, FY 2025-26

PARAMETER	LABORATORY	STATED FREQUENCY	FY 2025-26 ROUNDS	DATES
Ambient air: PM10, PM2.5, SO_2, NO_2	Enviro Analysts and Engineers Pvt. Ltd., NABET and NABL (TC-11189)	Annual, Environment Policy SZA-COMP-15	2	21 August 2025; 3 November 2025
Ambient noise, day-time	Enviro Analysts and Engineers Pvt. Ltd.	Measured with each air round	2	21 August 2025; 3 November 2025
Illumination	Enviro Analysts and Engineers Pvt. Ltd.	Measured with the August round	1	21 August 2025
Drinking water potability	Spectro SSA Labs Private Limited, NABL (TC-8163)	Once in six months, SA 8000 statement for 2025	2	12 August 2025; 4 February 2026
Domestic sewage	MCGM sewage system	Treatment and disposal by MCGM, as the consent records	0: no on-site outlet	Not applicable: no treatment plant on site

Figure 41

Air and noise were sampled in August and November 2025, and drinking water in August 2025 and February 2026.

Monitoring rounds by parameter, April 2025 to March 2026



Domestic sewage goes to the MCGM system for treatment, so it has no round of its own.

Source: Table 17.10.

18

Materials, waste and circularity

Our stamped vendor receipts record 82.0 kg of non-hazardous waste over eight months, and 16 e-waste articles went to an authorised recycler.

GRI 301, 306 | NGRBC Principles 2 and 6



Picture 26

Waste in brief

Our collecting vendor's stamped receipts record 0.082 MT of non-hazardous waste, 82.0 kg over the eight monthly collections from August 2025 to March 2026; no receipt covers April to July 2025. We generate no hazardous waste, as the Consent to Operate records, and on 26 December 2025 we handed 16 articles of electronic waste to an authorised recycler. Our circularity commitments are set in the Product End of Life Policy SZA-COMP-06 and the Environment Policy, and Table 18.9 sets the superseded 2024 first edition, SZA-HR-13, beside them.

18.1 Materials and how they are controlled (GRI 301)

Our work is hand embroidery on couture panels for a single Mumbai couture house, with zari metallic thread worked by hand at frames. The materials that do not leave the site in finished panels appear in the monthly waste record as fabric cut bits, paper and used covers, and drinking water bottles. Needles left the site with the December 2025 electronic waste consignment to an authorised recycler.

Management system

Our ISO 14001:2015 certificate, issued by Royal Impact Certification Ltd, covers the design, manufacture and supply of hand embroidery garments, panels and accessories. Under it, our Environment Management Procedure SZA/ENVI/PL/29 requires waste to be categorised and properly disposed of, and encourages employees to reduce, reuse and recycle.

No process chemicals

Our SA 8000 statement for 2025 records that no chemicals are used in the manufacturing process, and gives this as the reason the site is graded in the White category. The consent likewise declares no hazardous waste as defined in the Hazardous Waste Rules 2016.

Sourcing commitments

Our Sustainable Procurement Policy sets 75% sustainable or recycled material sourcing by 2027 and full traceability for 80% of raw material purchases by 2028, rising to 100% by 2030. Target 3 of the same policy raises the share of raw materials from certified sustainable suppliers from the 30% the policy states for 2023 to 75% by 2027 and 100% by 2030. The Environment Policy adds recycled metals for zari embroidery and embellishments.

Offcuts

Our Product End of Life Policy SZA-COMP-06, issued on 23 January 2025, commits us to on-site segregation of recovered materials and to redistribute surplus fabric and threads to local women's cooperatives and artisans. During FY 2025-26 the documented route for fabric offcuts was the monthly vendor collection, which took 26.0 kg of fabric cut bits over the eight receipted months.

Non-hazardous waste
0.082 MT
Stamped vendor receipts for eight monthly collections, August 2025 to March 2026

Fabric cut bits
26.0 kg
31.7% of the weighed total

Needles to a recycler
13
Handed over on 26 December 2025

Hazardous waste
0 MT
The consent declares no hazardous waste as defined in the Hazardous Waste Rules 2016

Table 18.1

Waste and materials at a glance, FY 2025-26

MEASURE	FY 2025-26	NOTE
Non-hazardous waste, weighed	0.082 MT	Stamped vendor receipts for eight monthly collections, August 2025 to March 2026: three weighed streams, 82.0 kg
Used water bottles	25 as entered	Six entries carry no unit and two read kg; kept apart from the weighed total
Hazardous waste	0 MT	Nil: the consent declares no hazardous waste as defined in the Hazardous Waste Rules 2016
Electronic waste to an authorised recycler	16 articles	Manifest MFS00/25/512, pickup 26 December 2025
Monthly collections receipted	8	One collection a month, August 2025 to March 2026
Segregated streams collected	4	General waste and paper, used water bottles, fabric cut bits, food and sanitary waste
Process chemicals used in manufacturing	0	Nil: SA 8000 statement for 2025

18.2 Waste collected and its handling (GRI 306-1 to 306-5)

Weighed waste

The vendor's receipts carry three weighed streams: general waste, waste paper and used covers at 36.0 kg, fabric cut bits at 26.0 kg, and food and sanitary waste at 20.0 kg. General waste is 43.9% of the weighed total, fabric cut bits 31.7% and food and sanitary waste 24.4%. A fourth stream, used water bottles, is recorded on the same sheets in mixed units and is kept apart from the weighed total, as Section 36 explains.

Four streams are segregated at the site and handed over separately, each on its own line of the monthly sheet with its own quantity, and electronic waste is kept apart from all four for the authorised recycler.

Each receipt records one collection in the first week of the month, between the 2nd and the 6th. General waste ranged from 2.5 kg in February 2026 to 6.0 kg in August and October 2025, and fabric cut bits from 2.0 kg to 4.0 kg a month.

One vendor, a metal and paper dealer in Mazgaon, collects every stream, and the record names the disposal method as Vendor on each line. The site signs each sheet and the vendor stamps it.

Hazardous waste

Hazardous waste is nil for FY 2025-26: the Consent to Operate, issued on our intimation of 17 December 2025, records that the site generates no hazardous waste as defined in the Hazardous Waste Rules 2016. The electronic waste consignment is reported under the E-Waste (Management) Rules 2016, which govern it separately.

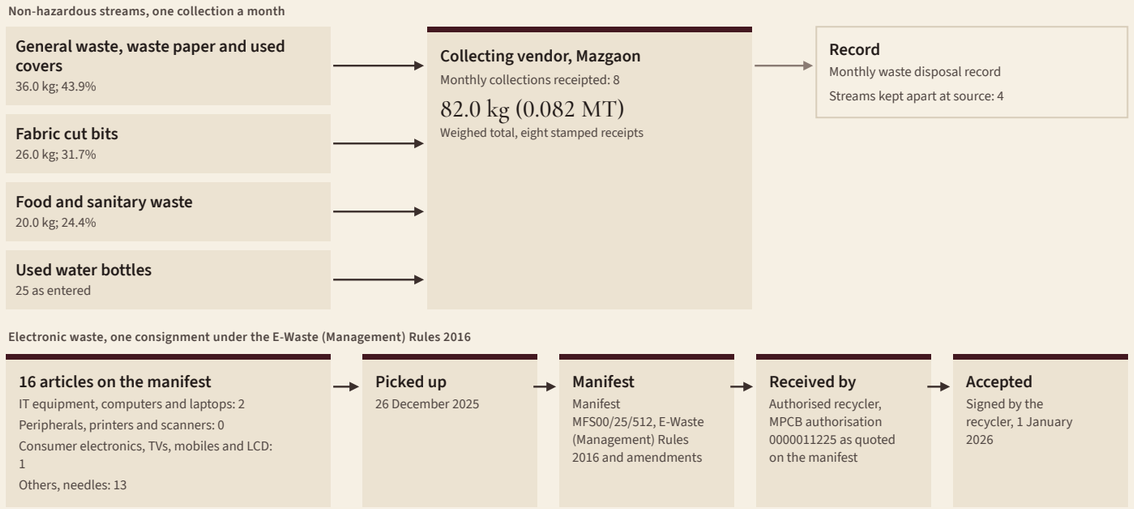
18.3 Electronic waste

On 26 December 2025 we handed 16 articles of electronic waste to Re-waste Management, a recycler authorised by the Maharashtra Pollution Control Board, under manifest MFS00/25/512 issued under the E-Waste (Management) Rules 2016. The recycler signed its acceptance on 1 January 2026. The manifest lists two computers or laptops and one consumer electronic item in good condition, and 13 needles as scrap under Others, which together make the total of 16. The manifest quotes the recycler's MPCB authorisation, 0000011225, and carries the declaration that the consignment went to an authorised recycler or collection centre for environmentally sound management.

Figure 42

Four streams went monthly to one vendor; 16 e-waste articles went under manifest to an authorised recycler.

kg, MT and articles, August 2025 to March 2026



Hazardous waste under the Hazardous Waste Rules 2016: 0 MT. Nil: none generated (Consent to Operate).

Quantities and dates as the waste disposal record and manifest MFS00/25/512 give them (Tables 18.1, 18.5, 18.6 and 18.7).

Source: Tables 18.1, 18.5, 18.6 and 18.7.

Table 18.2

Material streams and their documented controls, FY 2025-26

MATERIAL	WHERE IT ARISES	DOCUMENTED CONTROL	FY 2025-26 RECORD
Base fabric and panels	Hand embroidery at frames	Surplus fabric and threads redistributed to local women's cooperatives and artisans (Product End of Life Policy SZA-COMP-06, section 3)	26.0 kg of fabric cut bits collected by the vendor
Needles	Hand embroidery at frames	Handed to an authorised recycler with electronic waste	13 needles as scrap, manifest MFS00/25/512
Paper and used covers	Office and packing	Segregated and collected monthly	36.0 kg with general waste
Drinking water bottles	Work areas and pantry	Segregated and collected monthly	25 as entered
Electronic equipment	Office	Authorised recycler under the E-Waste (Management) Rules 2016	2 computers or laptops and 1 consumer electronic item
Process chemicals	Manufacturing	No chemicals used in manufacturing (SA 8000 statement for 2025)	White category on the Consent to Operate

The Environment Policy adds 75% certified sustainable materials by 2030 and recycled metals for zari embroidery.

Table 18.3

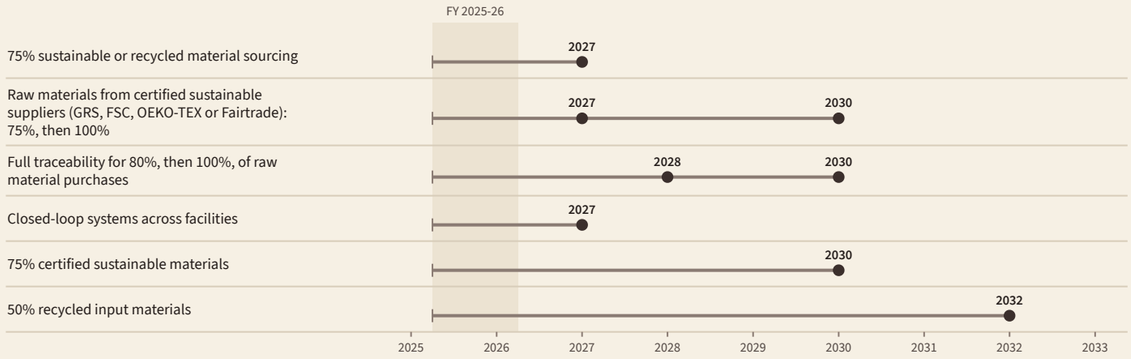
Materials sourcing commitments across our policies

COMMITMENT	SOURCE	DEADLINE	BASELINE IN THE SOURCE	INDICATOR NAMED IN THE SOURCE
75% sustainable or recycled material sourcing	Sustainable Procurement Policy SZA-COMP-15, section 3	2027	Qualitative commitment	Scope 3 reduction through renewable material use
Raw materials from certified sustainable suppliers (GRS, FSC, OEKO-TEX or Fairtrade): 75%, then 100%	Sustainable Procurement Policy SZA-COMP-15, section 4, Target 3	2027 and 2030	30% in 2023, as stated in the policy	Certification databases, supplier declarations and traceability reports
Full traceability for 80%, then 100%, of raw material purchases	Sustainable Procurement Policy SZA-COMP-15, section 3	2028 and 2030	Qualitative commitment	Provenance data, carbon footprint and sourcing certifications
Closed-loop systems across facilities	Sustainable Procurement Policy SZA-COMP-15, section 3	2027	Qualitative commitment	Material reuse, waste minimisation and recyclable packaging
75% certified sustainable materials	Environment Policy SZA-COMP-15, section 3d	2030	Qualitative commitment	Share of GRS, FSC or OEKO-TEX certified materials
Recycled metals for zari embroidery and embellishments	Environment Policy SZA-COMP-15, section 3d	Standing commitment	Qualitative commitment	Reduced mining-related impact
50% recycled input materials	Product End of Life Policy SZA-COMP-06, section 4	2032	Qualitative commitment	Recycled content (GRI 301-2)

Figure 43

Materials sourcing commitments fall due from 2027 to 2032, with certified raw materials at 100% by 2030.

Deadline by commitment, materials sourcing policies



The recycled metals commitment for zari is a standing commitment with no date; the table carries it.

Source: Table 18.3.

18.4 Circularity commitments

Product end of life

Our Product End of Life Policy SZA-COMP-06, issued on 23 January 2025, sets five targets. They are a 20% product recovery rate and 30% of returned products recycled or upcycled by 2026, a 90% waste diversion from landfill and plastic-free packaging by 2030, and 50% recycled input materials by 2032. The policy names an indicator for each, from the product recovery rate under GRI 301-3 to recycled content under GRI 301-2.

Table 18.4

Waste disposal record by month, August 2025 to March 2026

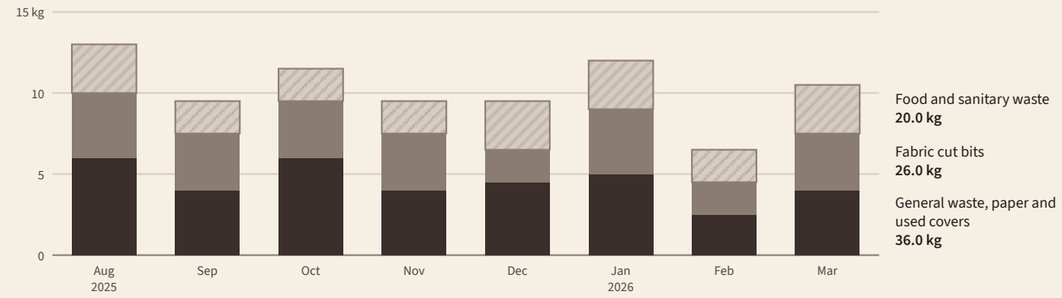
MONTH	COLLECTED	GENERAL WASTE, PAPER AND USED COVERS (KG)	FABRIC CUT BITS (KG)	FOOD AND SANITARY WASTE (KG)	USED WATER BOTTLES, AS ENTERED
August 2025	6 August 2025	6.0	4.0	3.0	2
September 2025	5 September 2025	4.0	3.5	2.0	3
October 2025	3 October 2025	6.0	3.5	2.0	4
November 2025	5 November 2025	4.0	3.5	2.0	3
December 2025	3 December 2025	4.5	2.0	3.0	3 kg
January 2026	3 January 2026	5.0	4.0	3.0	2
February 2026	2 February 2026	2.5	2.0	2.0	3 kg
March 2026	3 March 2026	4.0	3.5	3.0	5
Eight-month total	8 collections	36.0	26.0	20.0	25, mixed units

Waste Disposal Record, one sheet a month, signed by the site and stamped by the collecting vendor; disposal method recorded as Vendor on every line.

Figure 44

General waste led in every month; the vendor weighed 36.0 kg of it across eight collections.

kg a month by stream, August 2025 to March 2026



Used water bottles are entered in mixed units, so the table carries them.

Source: Table 18.4.

Handling of material

Our Product End of Life Policy SZA-COMP-06 sets how returned and surplus material is handled. Returned items are assessed, dismantled and sorted for recycling, reuse or responsible disposal, and textile, thread and metallic embellishments go to certified recyclers. Returned products are repurposed with artisans and designers, and surplus fabric and threads go to craft training centres, cooperatives and artisans.

The two end-of-life policies and our Environment Policy SZA-COMP-15 cover take-back, recycling and recovery, reuse of offcuts, donation, design for disassembly and recycled or certified inputs. The Environment Policy adds 75% certified sustainable materials by 2030 and recycled metals for zari embroidery.

Next steps

From FY 2026-27 we will keep a stamped receipt for every month of the year, record fabric offcuts saved or donated separately from those collected, and obtain the vendor's statement of where each stream goes. With those records we will report a diversion rate against the 90% target for 2030.

Table 18.5

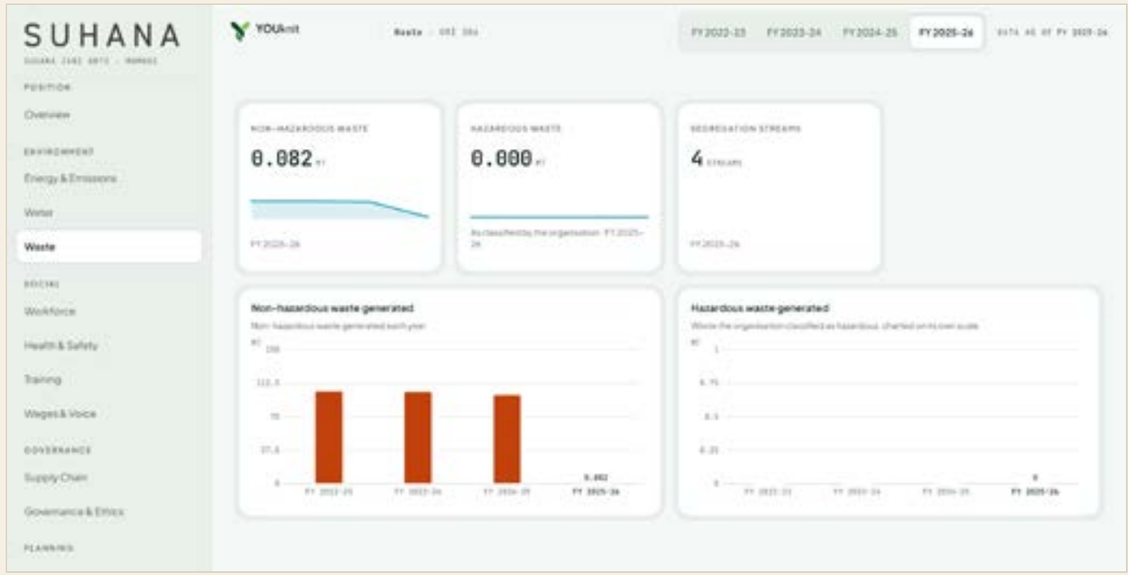
Waste by stream and handling route, August 2025 to March 2026

STREAM	QUANTITY	SHARE OF WEIGHED WASTE	CLASS	HANDLED BY	RECORD
General waste, waste paper and used covers	36.0 kg	43.9%	Non-hazardous	Collecting vendor, Mazgaon	Monthly waste disposal record
Fabric cut bits	26.0 kg	31.7%	Non-hazardous	Collecting vendor, Mazgaon	Monthly waste disposal record
Food and sanitary waste	20.0 kg	24.4%	Non-hazardous	Collecting vendor, Mazgaon	Monthly waste disposal record
Weighed non-hazardous total	82.0 kg (0.082 MT)	100%	Non-hazardous	Collecting vendor, Mazgaon	Eight stamped receipts
Used water bottles	25 as entered	Kept apart: mixed units	Non-hazardous	Collecting vendor, Mazgaon	Monthly waste disposal record
Electronic waste	16 articles	Counted in articles	E-Waste (Management) Rules 2016	MPCB-authorised recycler	Manifest MFS00/25/512
Hazardous waste	0 MT	Nil	Hazardous Waste Rules 2016	Nil: none generated	Consent to Operate

Figure 45

The Waste screen charts non-hazardous and hazardous waste for each year, each on its own scale.

YOUknit, Waste screen, FY 2025-26 view



The Waste screen sets non-hazardous waste, hazardous waste and the number of segregation streams for FY 2025-26. Its charts show non-hazardous and hazardous waste for each year, with hazardous waste on a scale of its own. The FY 2025-26 non-hazardous bar is the weight on the eight stamped vendor receipts, August 2025 to March 2026, that Table 18.1 records. Section 36.9 sets out how a figure on this screen traces to this report and to its record, and how the data is protected. Its FY 2025-26 figures are in Tables 8.1 and 18.1.

Source: YOUknit, edited as Section 36.9 states; figures as Tables 8.1 and 18.1.

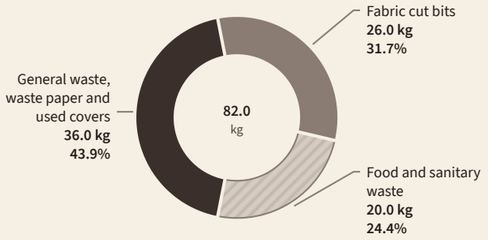


Figure 46

General waste, paper and covers made up 43.9% of the 82.0 kg weighed; fabric cut bits 31.7%.

kg and share of weighed waste, August 2025 to March 2026

Used water bottles, electronic waste and hazardous waste are counted apart; the table carries them.

Source: Table 18.5.

Table 18.6

Electronic waste handed over under manifest MFS00/25/512

CATEGORY OF E-WASTE	DESCRIPTION	QUANTITY	CONDITION
IT equipment	Computers and laptops	2	Good
Peripherals	Printers and scanners	0	Line left blank on the manifest
Consumer electronics	TVs, mobiles and LCD	1	Good
Others	Needles	13	Scrap
Total quantity	As stated on the manifest	16	Handed over on 26 December 2025

Table 18.7

E-waste handover particulars

PARTICULAR	AS RECORDED ON MANIFEST MFS00/25/512
Rules	E-Waste (Management) Rules 2016 and amendments
Generator	Suhana Zari Arts LLP, Units 1A, 1B, 1C and 2/7, Jetha Compound, Byculla East, Mumbai 400027
Recipient	Authorised recycler, MPCB authorisation 0000011225 as quoted on the manifest
Date of pickup	26 December 2025
Recycler's acceptance signed	1 January 2026
Declaration	Handed over to an authorised recycler or collection centre for environmentally sound management

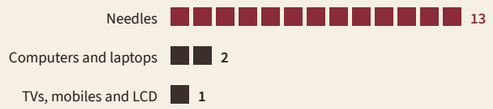


Figure 47

Needles made up 13 of the 16 articles handed to the authorised recycler on 26 December 2025.

Articles on manifest MFS00/25/512, by category

Each square is an article. The peripherals line was left blank on the manifest.

Source: Table 18.6.

Table 18.8

Product end-of-life targets, Product End of Life Policy SZA-COMP-06

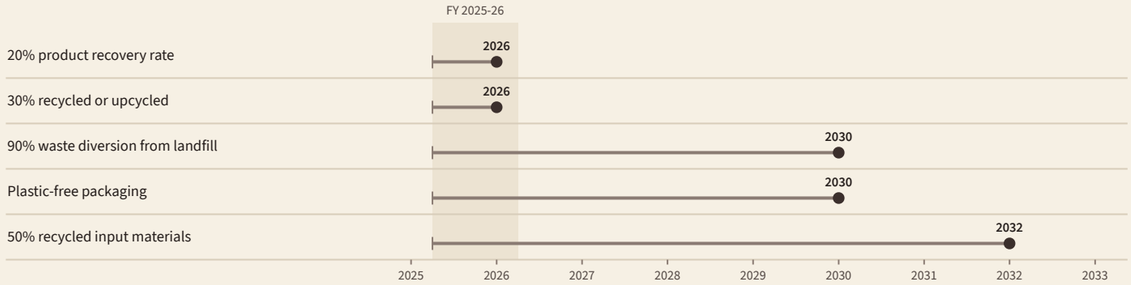
TARGET	WHAT IT COVERS	COMPLETION YEAR	INDICATOR NAMED IN THE POLICY
20% product recovery rate	End-of-life products recovered through take-back	2026	Product recovery rate (GRI 301-3)
30% recycled or upcycled	Returned hand-embroidered products recycled or upcycled	2026	Recycling and reuse rate (GRI 306-2)
90% waste diversion from landfill	Production and post-consumer waste, through recycling and reuse	2030	Waste diversion index
Plastic-free packaging	Single-use plastics eliminated from packaging	2030	Target stated in policy section 4
50% recycled input materials	Recycled threads and fabrics in new collections	2032	Recycled content (GRI 301-2)

Product End of Life Policy SZA-COMP-06, issued 23 January 2025, section 4.

Figure 48

Two end-of-life targets fall due in 2026, and 50% recycled input materials follows in 2032.

Completion year by target, Product End of Life Policy SZA-COMP-06



Source: Table 18.8.

Table 18.9

Circularity commitments across our policies

COMMITMENT	PRODUCT END OF LIFE POLICY SZA-COMP-06 (2025)	PRODUCT END OF LIFE POLICY SZA-HR-13 (2024)	ENVIRONMENT POLICY SZA-COMP-15 (2025)
Take-back	Structured take-back with digital registration	Take-back with discounts or credits for returned products	Take-back scheme for post-consumer textiles and accessories
Recycling and recovery	Textile, thread and metallic embellishment recycling with certified recyclers	Fabrics and threads sorted for recycling; zari and embellishments recovered for reuse	Resource recovery at source toward 90% diversion by 2030
Offcuts and upcycling	Returned products repurposed with artisans and designers	Offcuts saved for future use or donated to local artisans	Offcuts repurposed with artisan collectives and social enterprises
Donation and redistribution	Surplus fabric and threads to craft centres and cooperatives	Usable products to community groups; surplus thread to local artisans	Covered through upcycling with social enterprises
Design	Disassembly-friendly construction; life cycle assessment before launch	Designs for easy disassembly; durable materials	Eco-design and life cycle assessment for key product categories
Recycled and certified inputs	50% recycled input materials by 2032	Recycled threads and fabric where possible	75% certified sustainable materials by 2030; recycled metals for zari

19

Our people

All 495 people in our workforce are men, and the average wage is 54.1% above the minimum wage notified for 2025.

GRI 2-7, 2-8, 202-1, 401-2, 405-1, 405-2 | NGRBC Principles 3 and 5



Picture 27

Our workforce of 495 people, the two partners included, works at our single licensed site at Jetha Compound, Byculla East, Mumbai, where the business embroiders couture panels by hand for a single Mumbai couture house.

19.1 Workforce (GRI 2-7, 2-8, 405-1)

Workforce by category

The workforce of 495 comprises the 2 partners who form the governance body, 8 senior executives, 25 administrative and support staff, 70 technical and skilled employees and 390 semi-skilled and operational workers. The whole workforce is permanent and directly engaged. It numbered 489 in FY 2022-23 and 495 in each of FY 2023-24 and FY 2024-25.

Semi-skilled and operational workers make up 78.8% of the workforce, and technical and skilled employees a further 14.1%. The Form 7 register records hand embroidery as the main occupation of the workers it examined.

Registers of the year

Our statutory and training records count people on the dates they were examined, trained or covered. The certifying surgeon examined 307 workers on 20 and 28 January 2026, and the mock drill training rosters name 398 employees on 16 October 2025 and 352 employees on 15 January 2026, each against a payroll punching number. Each is a count of the people present on the date shown, not a headcount. The factory licence permits a maximum of 500 workers on any day, and the workforce sits within that limit.

Labour boundary

Our SA 8000:2014 certificate, issued by Ozone Sustainability Management Systems, covers the manufacture of hand-embroidered garment panels and accessories through hand embroidery, bead work and fringes, and records nil contracted and nil outsourced processes. The canteen is the one service our Form 27 annual return declares as run through a contractor. The workforce figures in this section therefore cover our own employees at Jetha Compound.

19.2 Gender and inclusion (GRI 405-1, 406-1)

An all-male workforce

Every worker at the site is a man. Our Form 27 annual return for calendar 2025 declares no female worker, and the Form 7 health register records all 307 workers examined in January 2026 as male. The share of women in every role category was 0% in each of the three earlier years and is 0% in FY 2025-26.

The governance that protects women at work stands regardless of the workforce's composition. The Anti-Discrimination Policy (SZA-COMP-11) forbids discrimination on any protected characteristic, and the POSH Internal Committee met four times in calendar 2025 and filed its annual report.

Equal treatment at recruitment

The Anti-Discrimination Policy aligns with ILO Conventions 100, 111 and 190 and requires diversity and sensitivity training every year, tailored to each employee's role and literacy. The Child Labour Policy requires documented proof of age before anyone is recruited and random checks during employment.

Employees	Semi-skilled share	Average annual wage	Above the notified minimum
495	78.8%	INR 305,000	54.1%
All permanent and directly employed	Of the workforce, all men	All employees, FY 2025-26	Against the notified minimum

Figure 49

From joining to grievance, each stage of employment has its record: 307 examined, 810 attendances, 0 grievances.

The record at each stage of employment, FY 2025-26

1 Joining	2 Cover	3 Pay	4 Health	5 Skills	6 Voice
20 lowest age on Form 7, in years	100% under ESI medical insurance	100% at or above the statutory minimum	307 examined by the certifying surgeon	810 attendances on three signed rosters	0 grievances raised
No employment under 18 (Child Labour Policy SZA-COMP-10)	All employees covered under the ESI Act and the EPF Act, as the company declares	Wage day: by the 7th of every month	Certified fit: 307	780 person-hours in all	Joint committees for health, safety and welfare: 1
		Average annual wage INR 305,000	Share of the workforce: 62.0%	1.6 hours per employee	Karigars on the safety committee: 4 of 8 members

Each stage with the record behind it (Tables 20.2, 21.2, 22.1, 22.5, 26.1, 26.4 and 35.15).

Source: Tables 20.2, 21.2, 22.1, 22.5, 26.1, 26.4 and 35.15.

Table 19.1

Workforce by category, FY 2022-23 to FY 2025-26

CATEGORY (WORKFORCE, THE PARTNERS INCLUDED)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Governance body (partners)	2	2	2	2
Senior executives	8	8	8	8
Administrative and support staff	21	25	25	25
Technical and skilled employees	68	70	70	70
Semi-skilled and operational workers	390	390	390	390
Total, all permanent and directly employed	489	495	495	495
Of whom women	0	0	0	0
Male share of the workforce	100%	100%	100%	100%

Boundary: the single licensed site at Jetha Compound, Byculla East, Mumbai. Women: nil on the Form 27 annual return for calendar 2025 and the Form 7 health register of January 2026.

Inclusion indicators

We declare diversity, equity and inclusion training for 100% of employees, a programme that is not on the three signed rosters, and facility accessibility for persons with disabilities stands at 100%. The POSH Internal Committee's report for calendar 2025 returns no harassment complaint.

Table 19.2

Workforce by category and gender, FY 2025-26

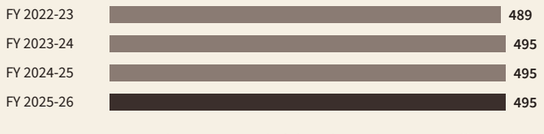
CATEGORY	MEN	WOMEN	TOTAL PERSONS	SHARE OF WORKFORCE
Governance body (partners)	2	0	2	0.4%
Senior executives	8	0	8	1.6%
Administrative and support staff	25	0	25	5.1%
Technical and skilled employees	70	0	70	14.1%
Semi-skilled and operational workers	390	0	390	78.8%
Total	495	0	495	100%

The five categories sum to 495; shares are rounded to one decimal place. Women: nil on Form 27 (calendar 2025) and Form 7 (January 2026).

Figure 50

The workforce has held at 495 employees since FY 2023-24, after 489 in FY 2022-23.

Employees, FY 2022-23 to FY 2025-26



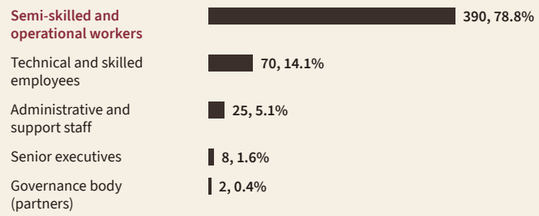
Between FY 2022-23 and FY 2023-24, administrative and support staff went from 21 to 25 and technical and skilled employees went from 68 to 70; no category has changed since.

Source: Table 19.1.

Figure 51

Semi-skilled and operational workers are 78.8% of the 495 employees, and no woman is employed.

Employees by category, FY 2025-26



Form 27 for calendar 2025 and the Form 7 register record no female worker, so every bar counts men; the value after each bar is its count and its share of the workforce.

Source: Table 19.2.

Table 19.3

People counted in the year's registers

WHAT THE RECORD COUNTS	COUNT	DATE	RECORD
Workers examined by the certifying surgeon, all certified fit	307 workers	20 and 28 January 2026	Form 7 health register
Employees named on the mock drill training roster, each with a punching number	398 employees	16 October 2025	Training record and drill assessment
Employees named on the mock drill training roster, each with a punching number	352 employees	15 January 2026	Training record and drill assessment
Karigars named on the soft skills training roster	60 employees	8 January 2026	Training record

Table 19.3 continues on the next page

Table 19.3, continued

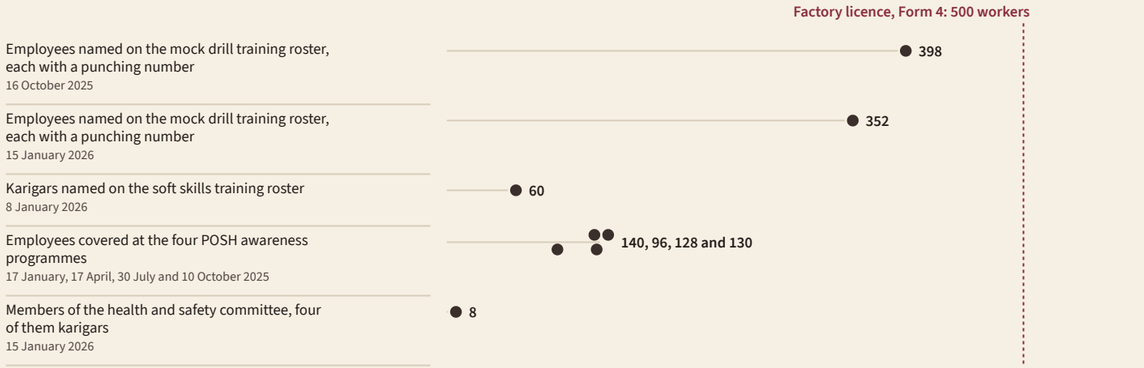
WHAT THE RECORD COUNTS	COUNT	DATE	RECORD
Employees covered at the four POSH awareness programmes	140, 96, 128 and 130 employees	17 January, 17 April, 30 July and 10 October 2025	POSH annual report, calendar 2025
Members of the health and safety committee, four of them karigars	8 members	15 January 2026	Committee minutes
Maximum number of workers the factory licence permits on any day	500 workers	Licence from 4 March 2026	Factory licence, Form 4

Point-in-time counts of people examined, trained or covered on the dates shown. They are not period headcounts and are not added together.

Figure 52

No single-day count in the year's registers reached the 500 workers the factory licence permits.

People named in each register or record, on the dates shown



Only counts taken on a single day are set against the limit on workers present on any day; the table's other counts span several days or the year. The licence runs from 4 March 2026.

Source: Table 19.3.

Table 19.4

Gender in the year's statutory records

RECORD	PERIOD	WHAT IT RECORDS
Form 27 annual return, Factories Act 1948	Calendar 2025	No female worker declared; creche marked not applicable for that reason
Form 7 health register	Examinations of 20 and 28 January 2026	307 of 307 workers examined recorded as male
Form 10 maternity benefit register, Rule 12(1)	July 2025 to March 2026	No maternity benefit request in any of the nine months
Form D equal remuneration register, Rule 6 of the Equal Remuneration Rules 1976	September to December 2025	Four monthly entries recording equal remuneration paid across skilled, semi-skilled and unskilled work
POSH Internal Committee annual report	Calendar 2025	Nil complaints; nine members, one of them external
Workforce by category, Table 19.1	FY 2022-23 to FY 2024-25	0% women in every role category

Each record as its own period states it; the registers are sealed monthly entries.

Table 19.5

Diversity and inclusion indicators, FY 2022-23 to FY 2025-26

INDICATOR	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Women in the total workforce	0%	0%	0%	0%
Women in executive positions	0%	0%	0%	0%
Employees trained in diversity, equity and inclusion	100%	100%	100%	100%, as the company declares
Underrepresented groups in top management	0%	0%	0%	0%
Facility accessible to persons with disabilities	100%	100%	100%	100%
Reported incidents of harassment	0	0	0	0
Retention rate of female employees	Not applicable: no female employees	Not applicable: no female employees	Not applicable: no female employees	Not applicable: no female employees

FY 2025-26 harassment: POSH Internal Committee report for calendar 2025, nil. Women: Form 27 and Form 7.

19.3 Pay (GRI 202-1, 405-2)

Average wage

The average annual wage is INR 305,000. Every employee is male, so the male average is the same INR 305,000 and no ratio of women's to men's pay arises. Our SA 8000 statement for 2025 gives the minimum wage payable under the notification as INR 16,490 a month, or INR 197,880 a year. The average annual wage stands 54.1% above that minimum.

Statutory minimum

The same statement declares full compliance with the Minimum Wages Act and records 100% of employees paid at or above the statutory minimum. The Maharashtra minimum wage notification of 4 February 2026 sets rates for readymade garments from 1 January to 30 June 2026 across three zones and three skill grades. Its highest rate is INR 16,807 a month, for skilled work in Zone I. The average wage's monthly equivalent of INR 25,417 is 51.2% above that rate.

Pay discipline

Wages are paid by the 7th of every month, as our Remuneration Policy (SZA/REM/PL/45, revision 0.1 of 1 September 2025) and our SA 8000 statement for 2025 both provide. The statement records no fine or deduction imposed as punishment, and the policy cites ILO Conventions 100 and 131 on equal remuneration and minimum wage fixing. The Form D register under Rule 6 of the Equal Remuneration Rules 1976 carries four monthly entries, September to December 2025, each recording equal remuneration paid across the skilled, semi-skilled and unskilled grades.

Remuneration framework

The Remuneration Policy applies to every employee at every level. It provides for a salary structure with ranges for each job level, performance-based pay against stated criteria, and a benefits package of health insurance, retirement plans and paid time off. It runs on the salaries register, the attendance register, the overtime record, the leave with wages register and the provident fund contribution records, and it assigns the HR Manager to apply it.

19.4 Benefits and welfare (GRI 401-2, 403-6)

Social security

Our SA 8000 statement for 2025 declares all employees covered under the Employees' State Insurance Act and the Employees' Provident Fund Act, which puts medical insurance coverage at 100%. The year's health check-up took the form of the certifying surgeon's examination of 307 workers in January 2026, and every worker examined was certified fit.

Facilities

Our Form 27 annual return declares a canteen run through a contractor, a rest room and lunch room, and lockers with a changing room under Rule 75. Our SA 8000 statement for 2025 lists clean drinking water, a biometric attendance system, a suggestion box and deep sanitisation among the benefits provided, and Section 26 describes the festival observances it records.

Table 19.6

Average annual wage against the notified minimum wage

MEASURE	VALUE
Average annual wage, all employees	INR 305,000
Average annual wage, men	INR 305,000
Average annual wage, women	Not applicable: no female employees
Ratio of women's to men's pay (GRI 405-2)	Not applicable: no woman is employed
Minimum wage payable as per notification	INR 16,490 a month
Notified minimum wage, annual equivalent	INR 197,880
Average annual wage above the notified minimum	54.1%
Average wage, monthly equivalent	INR 25,417
Margin over the highest readymade garments rate, January to June 2026	51.2%
Employees paid at or above the statutory minimum wage	100%

Minimum wage payable and statutory compliance: SA 8000 statement for 2025. The highest readymade garments rate is INR 16,807 a month, for skilled work in Zone I. Women: nil on Form 27 and Form 7.

Table 19.7

Maharashtra minimum wage schedule for readymade garments, January to June 2026

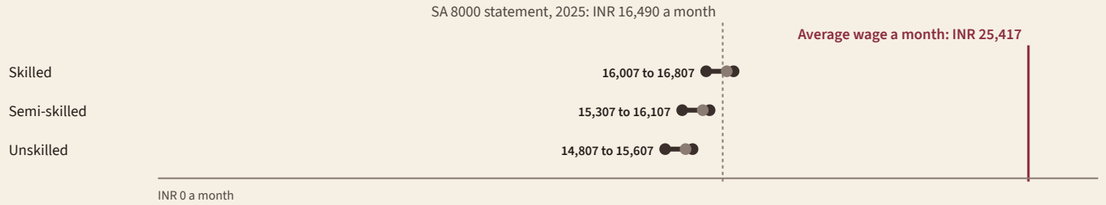
CATEGORY (INR A MONTH)	ZONE I BASIC	SPECIAL ALLOWANCE	ZONE I TOTAL	ZONE II TOTAL	ZONE III TOTAL
Skilled	8,600	8,207	16,807	16,607	16,007
Semi-skilled	7,900	8,207	16,107	15,907	15,307
Unskilled	7,400	8,207	15,607	15,407	14,807

Maharashtra Labour Commissioner, minimum wages notification dated 4 February 2026 for 1 January to 30 June 2026, schedule item 47, Readymade Garments: basic wage plus special allowance.

Figure 53

The average wage's monthly equivalent, INR 25,417, clears all nine garment rates, the highest INR 16,807.

INR a month, Maharashtra readymade garments rates, January to June 2026



Each bar runs from the Zone III total on the left to the Zone I total on the right, with Zone II between; the figures are the two ends.

Source: Tables 19.7 and 19.6.

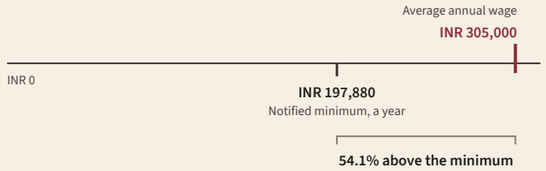


Figure 54

The average annual wage of INR 305,000 stands 54.1% above the notified minimum of INR 197,880 a year.

INR a year, FY 2025-26

The minimum is INR 16,490 a month, the notified rate the SA 8000 statement for 2025 gives, over twelve months.

Source: Table 19.6.

Table 19.8

Benefits and welfare provisions

PROVISION	WHAT THE RECORD STATES	RECORD AND PERIOD
Social security	All employees covered under the Employees' State Insurance Act and the Employees' Provident Fund Act	SA 8000 statement for 2025
Medical insurance	100% of employees, through the Employees' State Insurance scheme, as the company declares	SA 8000 statement for 2025
Wage payment	Paid by the 7th of every month; no fine or deduction imposed as punishment	SA 8000 statement for 2025; Remuneration Policy SZA/REM/PL/45
Health check-up	Medical examination of 307 workers by the certifying surgeon	Form 7 health register, January 2026
Canteen	Provided and run through a contractor	Form 27 annual return, calendar 2025
Rest room and lunch room	Provided	Form 27 annual return, calendar 2025
Lockers and changing room	Provided under Rule 75	Form 27 annual return, calendar 2025
Drinking water	Clean drinking water provided; potability tested every six months	SA 8000 statement for 2025; committee minutes of 15 January 2026
Attendance	Biometric attendance system	SA 8000 statement for 2025
Suggestion box	Provided for workers; a suggestion scheme operated	SA 8000 statement for 2025; Form 27 annual return
Hygiene	Deep sanitisation for employee safety	SA 8000 statement for 2025
Festival observances	Eid Milad Un Nabi evening fast-break together; Ramadan Eid sweet distribution	SA 8000 statement for 2025

Provisions as the named records state them; the SA 8000 statement covers calendar 2025.

19.5 Reaching our people

Notice board and languages

We communicate workplace rules through the notice board and in two languages. Our Form 27 annual return records that the safety and health policy and the safe operating procedures are displayed on the notice board, and the POSH Internal Committee's constitution is displayed at the notice board, the canteen and security. The right to join a union is intimated on the same board, as the Freedom of Association and Collective Bargaining policy records. Committee minutes are kept in English and Hindi, and each training record carries its programme title in both.

Identification and attendance

Employees are identified by payroll punching numbers, which appear on the training rosters, the health register and the committee attendance sheet. The drill assessments of October 2025 and January 2026 plan a drill every three months so that new joiners take part.

Workforce targets

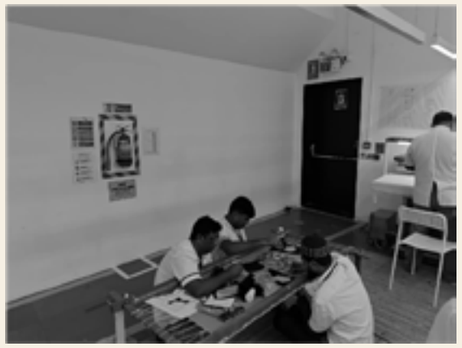
Our FY 2024-25 report sets the permanent workforce to remain stable to 2027 and to grow by 5% in productivity roles by 2030, and the FY 2025-26 position is a workforce of 495.

20

Health, safety and wellbeing

Every injury and ill-health count for FY 2025-26 is nil apart from two first-aid cases, and 307 workers were certified fit.

GRI 403-1 to 403-10 | NGRBC Principle 3



Picture 28

Our health and safety record for FY 2025-26 is nil on every injury and ill-health measure apart from two first-aid cases, as the company's monthly data return records. Our occupational health and safety management system was certified to ISO 45001:2018 by Royal Impact Certification Ltd throughout the year. It covers the whole workforce of 495, the two partners included; the canteen contractor's workers are outside our workforce figures.

20.1 Management system and hazards (GRI 403-1, 403-2, 403-8)

Management system

The ISO 45001:2018 certificate covers the design, manufacture and supply of hand-embroidered garments, panels and accessories. Our Form 27 annual return for calendar 2025 declares a written safety and health policy and written safe operating procedures, both communicated on the notice board, and a safety committee in place. The same return declares no accident and nil notifiable disease for calendar 2025.

Hazards at the frame

Our physical hazard identification and risk assessment sets, for hand embroidery, a two-minute stand-up and limb-relaxation routine for every hour of work, with tea breaks and refreshments. It adds work instructions on safe needle handling and finger relaxation, and more frequent sweeping to keep spilled sequin beads off the floor. Its highest-rated entry is evacuation access for karigars seated against walls, and the control it sets is a revised seating layout with marked access pathways and periodic monitoring. The health and safety committee minutes place the assessment on a six-monthly cycle.



Picture 29

20.2 Performance (GRI 403-9, 403-10)

Injuries and ill health

The company's return for FY 2025-26 records no fatality, no high-consequence injury, no lost-time injury, no restricted work case and no occupational ill-health case.

Recordable injuries

0

The two first-aid cases received first aid only and are not recordable under GRI 403-9

Workforce examined

62.0%

By the certifying surgeon, January 2026

First-aiders

9

Company's monthly data return

Emergency drills

2

Each with a head count of everyone present

Figure 55

Our safety system links 28 assessed hazard lines to PPE checks, drills, examinations and a committee.

Plan, do, check and act, with the record at each stage

Plan
Identify hazards and assess risk

28 hazard lines assessed, 1 rated high (karigars seated next to a wall)

Site risk assessment in the 2026 planner: January and June 2026

Do
Put controls in place

Monthly PPE availability checks: 7

First-aiders trained and available: 9

Emergency drills with a dated record: 2

Fire-fighting equipment: adequate under Rule 71-B



Act
Review with the workforce

Health and safety committee: 8, of whom 4 karigars

Meeting 01 on 15 January 2026: 30 minutes, 14 agenda items, 5 actions raised

Due: quarterly from FY 2026-27

Check
Examine, record and test

Persons examined by the certifying surgeon: 307

Recordable work-related injuries: 0

Register of accidents, March 2026: no accident in the month; entry sealed

Drinking water tested: 12 August 2025; 4 February 2026

The cycle of the certified system with the year's record at each stage (Tables 5.2, 10.3, 14.1, 17.10, 20.1, 20.3, 20.10, 34.3 and 35.12).

Source: Tables 5.2, 10.3, 14.1, 17.10, 20.1, 20.3, 20.10, 30.1, 34.3 and 35.12.

It records two first-aid cases, and both received first aid only, so they are not recordable under GRI 403-9 and recordable work-related injuries are nil. The register of accidents records no accident on its March 2026 page, and our SA 8000 statement for 2025 returns nil accidents and nil persons injured. Fatalities and high-consequence injuries were also nil in each of the three earlier years, and ill-health cases were nil apart from two in FY 2023-24, as Table 20.2 records.

Register of accidents

The register is kept under Rule 115 of the Maharashtra Factories Rules 1963 and Regulation 66 of the ESI (General) Regulations 1950, and its March 2026 entry carries the company's seal. Our FY 2024-25 report sets the target of keeping recordable incidents at zero to 2027 and 2030, and the FY 2025-26 position is zero.

Hours worked

Hours worked for FY 2025-26 total 1,042,965, or 2,107 hours for each employee. We publish no injury rate per hours worked, since every recordable injury count is nil.

Coverage

Our SA 8000 statement for 2025 declares 100% of employees covered for medical insurance through the Employees' State Insurance scheme, and it declares 100% of employees trained in safety, environment and product. The company's return places 100% of employees within the coverage of the site's health and safety committee.

Records of the year

Table 20.3 lists the registers behind these figures, the period each covers and what each records.

The certifying surgeon examined 307 workers on 20 and 28 January 2026 and certified every one of them fit, with no worker suspended.

Table 20.1

Safety performance, FY 2022-23 to FY 2025-26

INDICATOR	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2025-26 RECORD
Work-related fatalities	0	0	0	0	Form 27, calendar 2025: no accident; Company's monthly data return, FY 2025-26: nil
High-consequence work-related injuries	0	0	0	0	Company's monthly data return: nil; register of accidents, March 2026 page: no accident; SA 8000 statement for 2025: nil persons injured
Recordable work-related injuries	n/c	n/c	n/c	0	The two first-aid cases received first aid only and are not recordable under GRI 403-9
Lost-time injuries	0	0	0	0	Company's monthly data return; register of accidents, March 2026 page
Restricted work cases	0	0	0	0	Company's monthly data return
Days lost	0	0	0	0	Company's monthly data return
First-aid cases	2	0	0	2	Company's monthly data return
Near-misses reported	0	0	0	0	Company's monthly data return
Process safety incidents	0	0	0	0	Nil: no chemical process on site (Consent to Operate; SA 8000 statement)
Hours worked per employee	2,141	2,141	2,141	2,107	Each employee at the licensed site, full year
Total hours worked	1,046,949	1,059,795	1,059,795	1,042,965	The workforce of 495 at the licensed site
Workforce covered by the OHS management system (persons)	489	495	495	495	ISO 45001:2018 system, certified throughout the year

n/c: not comparable year on year. No injury rate per hours worked is published, since every recordable injury count is nil. Boundary: all employees at the licensed site; the SA 8000:2014 certificate records no contracted or outsourced process.

Table 20.2

Health and OHS coverage, FY 2022-23 to FY 2025-26

INDICATOR	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2025-26 RECORD
Employees covered by medical insurance	100%	100%	100%	100%	The company's declaration of ESI coverage for all employees, SA 8000 statement for 2025
Employees undergoing periodic medical examination	99%	100%	100%	62.0%	Form 7 health register, examinations of January 2026
Occupational ill-health cases	0	2	0	0	Company's monthly data return; Form 27, calendar 2025: nil notifiable disease
Fatalities from work-related ill health	0	0	0	0	Form 27; all 307 workers examined certified fit
Main types of work-related ill health	n/c	n/c	n/c	None recorded on Form 7 or Form 27	Form 7 health register; Form 27 annual return
Employees trained on health and safety	98%	100%	100%	100%	The company's declaration in its SA 8000 statement for 2025: safety, environment and product training
First-aiders trained and available	9	9	9	9	Company's monthly data return

Table 20.2 continues on the next page

Table 20.2, continued

INDICATOR	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2025-26 RECORD
Emergency drills conducted	n/c	n/c	n/c	2	Drill assessments of 16 October 2025 and 15 January 2026
Health and safety committees	1	1	1	1	Committee minutes of 15 January 2026
Employees covered by the safety committee	100%	98%	100%	100%	Company's monthly data return; one committee for the single site

n/c: not comparable year on year.

Table 20.3

Health and safety registers of the year

REGISTER OR RECORD	LEGAL BASIS OR STANDARD	PERIOD OR DATE	WHAT IT RECORDS
Form 7 health register	Rule 18(7), Maharashtra Factories Rules	Register period from 20 January 2026	307 workers examined; all certified fit
Register of accidents and dangerous occurrences	Rule 115 of the Maharashtra Factories Rules 1963; Regulation 66 of the ESI (General) Regulations 1950	March 2026 entry, serial 104	No accident in the month; entry sealed
Fire drill assessments	On-site emergency plan	16 October 2025 and 15 January 2026	Head counts of 398 of 398 and 352 of 352; no injuries
Health and safety committee minutes	Committee No 03	Meeting 01, 15 January 2026	Eight members; 14 agenda items
PPE availability checks	Monthly check by the facility attendant	September 2025 to March 2026	Seven checks; thimbles, glasses, masks and gloves available at each
Training records	Social accountability system	16 October 2025, 8 January 2026 and 15 January 2026	Three sessions; 810 attendances
Form 27 annual return	Factories Act 1948	Calendar 2025, declared 10 January 2026	No accident; nil notifiable disease; safety committee in place
SA 8000 statement for 2025	SA 8000:2014	Receipt-stamped 5 January 2026	Nil accidents; nil persons injured

Registers and records held for the site; periods as each document states them.

20.3 Occupational health (GRI 403-3, 403-6)

Health examinations

The certifying surgeon examined 307 workers on 20 and 28 January 2026 and certified every one of them fit, with no worker suspended. The surgeon is a certifying surgeon under section 10(2) of the Factories Act 1948. The examinations are entered in our Form 7 health register, kept under Rule 18(7) of the Maharashtra Factories Rules, for the register period beginning 20 January 2026. The register records hand embroidery as the occupation of the examined karigars, with facility and housekeeping roles on its final page, and its lowest recorded age is 20.

Periodic medical examination coverage for FY 2025-26 is 62.0% of the workforce. The committee minutes of 15 January 2026 record the previous annual check-up, for all employees, in March 2025, which falls in FY 2024-25.

20.4 Emergency preparedness (GRI 403-2, 403-5)

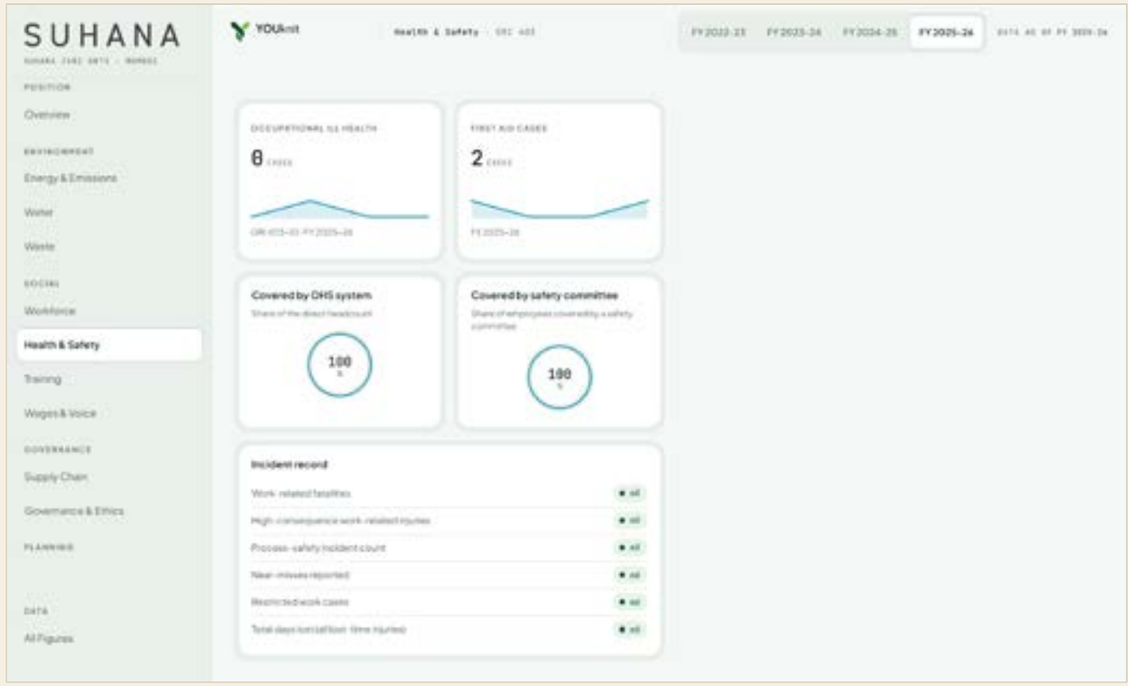
Evacuation drills

We held two fire evacuation drills during the year, on 16 October 2025 and 15 January 2026, each at 3.00 pm after a one-hour mock drill training session. All 398 people present were evacuated in 1 minute 20 seconds in October, and all 352 present in January in the same time, with no injury on either date. The corrective and preventive action plan sets a drill every three months so that new joiners take part.

Figure 56

The Health & Safety screen sets ill-health and first-aid cases beside coverage and the incident record.

YOUknit, Health & Safety screen, FY 2025-26 view



The Health & Safety screen sets occupational ill-health cases and first-aid cases for FY 2025-26. It gives coverage by the occupational health and safety management system and by the safety committee, each as a share. Its incident record marks fatalities, high-consequence injuries, process-safety incidents, near misses, restricted work cases and days lost as nil. Section 36.9 sets out how a figure on this screen traces to this report and to its record, and how the data is protected. Its FY 2025-26 figures are in Tables 20.1 and 20.2.

Source: YOUknit, edited as Section 36.9 states; figures as Tables 20.1 and 20.2.

Table 20.4

Occupational health examinations, January 2026

MEASURE	VALUE	RECORD
Register	Form 7 health register, register period 20 January 2026 to 20 January 2027	Rule 18(7), Maharashtra Factories Rules
Examining doctor	Certifying surgeon under section 10(2) of the Factories Act 1948	Form 7
Examination dates	20 and 28 January 2026	Form 7
Workers examined	307 workers	Serials 1 to 307
Result	Fit: 307 of 307 workers	Form 7
Workers suspended as unfit	0	Form 7
Sex recorded	Male: 307 of 307 workers	Form 7
Lowest age recorded	20 years	Form 7

Table 20.4 continues on the next page

Table 20.4, continued

MEASURE	VALUE	RECORD
Occupations recorded	Hand embroidery; facility and housekeeping roles	Form 7
Coverage of the workforce	62.0%	Form 7 health register, January 2026
Previous annual check-up	March 2025, all employees	Committee minutes of 15 January 2026

Form 7 is the statutory health register kept for the site; the check-up of March 2025 falls in FY 2024-25.

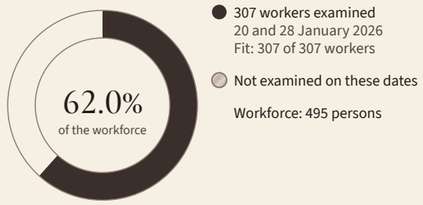


Figure 57

The certifying surgeon examined 307 workers in January 2026, 62.0% of the workforce, and found all fit.

Workers examined, 20 and 28 January 2026, against the workforce

Source: Tables 20.4 and 19.1.

Table 20.5

Emergency drills, FY 2025-26

DRILL DATE	TIME	HEAD COUNT EVACUATED	EVACUATION TIME	EQUIPMENT USED	OUTCOME
16 October 2025	3.00 to 3.30 pm	398 of 398	1 min 20 s	ABC and CO_2 fire extinguishers	Safely evacuated; no injuries
15 January 2026	3.00 to 3.30 pm	352 of 352	1 min 20 s	ABC and CO_2 fire extinguishers	Safely evacuated; no injuries

Each drill followed a one-hour mock drill training session from 2.00 to 3.00 pm with a named roster and was conducted at the assembly point. First person out after 17 seconds on 16 October 2025 and 15 seconds on 15 January 2026; no visitor was present at either drill.

How the drills ran

Both drills were conducted at the assembly point, with evacuation starting at 3.00 pm. The first person was out after 17 seconds in October and 15 seconds in January, and the last person after 1 minute 20 seconds on both dates. The equipment used was ABC and CO_2 fire extinguishers, and each assessment records the learning outcome that the drill helped all employees stay alert to the fire alarm and evacuate safely.

Drill checklist

Each assessment runs a 24-item checklist across four stages. On both dates 21 items were answered yes, including a test of the alarm on its secondary power source, correct zone indication on the fire panel, clear corridors and fire wardens checking rooms. The three items answered no were the same each time: notice to the fire department before and after the drill, and manual activation of the alarm.

20.5 Worker participation (GRI 403-4)

Health and safety committee

One health and safety committee serves the site. Its eight members are Amit Patwa, Senior Compliance Manager, as chair, the Compliance Manager as secretary, two compliance assistants and four karigars from the workforce, so half its members are karigars. Meeting 01 of 15 January 2026 ran for 30 minutes on a 14-item agenda, minuted in English and Hindi.

Agenda and actions

The committee found the fire alarms, extinguishers, sprinklers and emergency lights in good working condition, the first-aid box stocked at the entrance and the updated evacuation plan displayed. It raised five actions. Two set monthly routines: a fire alarm check recorded in a Fire Alarm Check Register, and records of extinguisher expiry with a monthly sprinkler check. Two carry a review three months after the meeting: first-aid training, provided by St John Ambulance Association, and a risk assessment every six months. The fifth, a PPE kit of gloves, glasses and helmet for staff removing files from an upper cupboard, had a one-month target and is recorded as completed.

Table 20.6

Drill checklist results

CHECKLIST SECTION	ITEMS	YES, 16 OCTOBER 2025	YES, 15 JANUARY 2026	ITEMS ANSWERED NO
Assessment of persons responding to fire	12	10	10	Fire department notified before the drill; alarm activated manually
Features operating properly	4	4	4	Nil
Employee response on hearing the alarm	3	3	3	Nil
Restoration	5	4	4	Fire department notified after the drill
Total	24	21	21	3 items, the same on both dates

Counted from the drill assessment forms of 16 October 2025 and 15 January 2026.

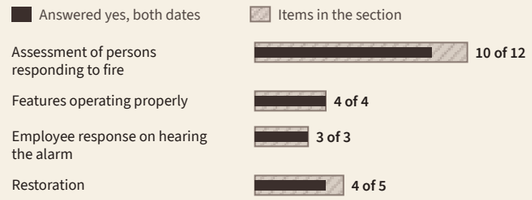


Figure 58

Both drill assessments answered yes to 21 of the 24 checklist items, missing the same three.

Checklist items answered yes, fire drill assessments of 16 October 2025 and 15 January 2026

21 of 24 items answered yes on both dates. Answered no: fire department notified before the drill; alarm activated manually; fire department notified after the drill.

Source: Table 20.6.

Table 20.7

Health and safety committee composition

ROLE ON THE COMMITTEE	MEMBERS	DESIGNATION
Chair	1	Senior compliance manager
Secretary	1	Compliance manager
Members from management	2	Compliance assistants
Members from the workforce	4	Karigars
Total	8 members	Committee No 03; meeting 01 of 15 January 2026, 30 minutes
Workforce share of the committee	50%	Karigars, four of the eight members

Attendance sheet of 15 January 2026; minutes kept in English and Hindi.

Monitoring cadences

The same minutes record the cadences the committee oversees: drinking water tested every six months, air, noise and illumination in the work environment tested every year, a fire mock drill every quarter and a health check-up every year.

Meeting frequency

The committee met once in FY 2025-26, and Rule 73-J of the Maharashtra Factories Rules requires a meeting at least once a quarter. The 2026 training planner schedules committee sessions in January, April, July and October, and Section 34 commits the committee to quarterly meetings.

Table 20.8

Committee agenda and outcomes, 15 January 2026

ITEM	AGENDA	DISCUSSION OUTPUT	ACTION AND TARGET
1	Opening	The chair welcomed members to the health and safety committee	Opening item
2	Fire alarms	All installed fire alarms checked and in good working condition	Monthly check by the team, with a Fire Alarm Check Register
3	Fire equipment	Extinguishers and sprinklers in good working condition	Extinguisher expiry records; monthly sprinkler check
4	Emergency lights	Checked and in good working condition	Standing item
5	First-aid box	Available at the entrance with all required materials	Standing item
6	Evacuation plan	Updated plan displayed with emergency contact numbers	Standing item
7	Accidents	No accident in November, December or to date; accident book kept with the first-aid box	Standing item
8	Fire mock drill	Drills held every quarter	Standing item
9	First-aid training	Held every quarter; provided by St John Ambulance Association	Review three months after the meeting
10	Risk assessment	Conducted every six months	Six-monthly assessment by the committee; review three months after the meeting
11	Health check-ups	Annual health check-up held in March 2025 for all employees	Standing item
12	Water testing	Drinking water tested every six months	Standing item
13	Work environment	Air, noise and illumination tested every year	Standing item
14	Safety kit	Risk of files falling from the upper cupboard	PPE kit of gloves, glasses and helmet kept at the EXIM department; one month; completed

Minutes of Health and Safety, Committee No 03, meeting 01, 15 January 2026, as recorded.

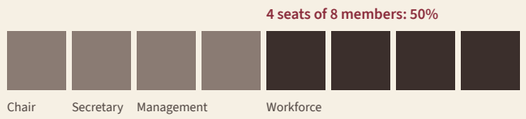


Figure 59

Karigars hold four of the eight seats on the health and safety committee, half of its members.

Seats on the health and safety committee, meeting of 15 January 2026

One square a seat: Chair, senior compliance manager; Secretary, compliance manager; Members from management, compliance assistants; Members from the workforce, karigars. Committee No 03; meeting 01 of 15 January 2026, 30 minutes.

Source: Table 20.7.

20.6 First aid, protective equipment and wellbeing (GRI 403-3, 403-6, 403-7)

PPE checks

Our facility attendant checks the stock of thimbles, glasses, masks and gloves once a month. Each of the seven checks from 3 September 2025 to 3 March 2026 found all four items available. The hazard register also records masks, mops and protective gloves as provided and used for housekeeping and toilet cleaning.

First aid

Nine trained first-aiders were available during the year, as the company’s return records.

Table 20.9

PPE availability checks, FY 2025-26

DATE OF CHECK	THIMBLE	GLASSES	MASK	GLOVES	CHECKED BY
3 September 2025	Available	Available	Available	Available	Facility attendant
6 October 2025	Available	Available	Available	Available	Facility attendant
5 November 2025	Available	Available	Available	Available	Facility attendant
3 December 2025	Available	Available	Available	Available	Facility attendant
3 January 2026	Available	Available	Available	Available	Facility attendant
2 February 2026	Available	Available	Available	Available	Facility attendant
3 March 2026	Available	Available	Available	Available	Facility attendant

PPE material register, monthly availability check by the facility attendant.

The return also records a three-hour first-aid session and a three-hour fire-fighting session on 3 October 2025, each for 9 employees, led by a certified MBBS doctor and a fire safety consultant. The first-aid box is kept at the entrance with the required materials, and the accident book is kept with it.

Emergency provisions

Our Form 27 annual return declares an on-site emergency plan submitted to the Directorate of Industrial Safety and Health, a displayed evacuation plan and fire-fighting equipment adequate under Rule 71-B. The SA 8000 statement for 2025 records an emergency response team, evacuation maps on display, fire alarms and fire equipment installed across the factory, and first-aid training for selected employees by competent agencies.

Working environment and wellbeing

Illumination and noise near the working area were tested in August 2025, and Section 17 reports the results. Wellbeing at work draws on the rest and lunch rooms, clean drinking water tested every six months and the Employees’ State Insurance cover that our SA 8000 statement for 2025 declares for every employee.

Table 20.10

Emergency preparedness provisions

PROVISION	WHAT THE RECORD STATES	RECORD
Written safety and health policy	In place and communicated on the notice board	Form 27 annual return, calendar 2025
Safe operating procedures	Written and communicated on the notice board	Form 27 annual return
On-site emergency plan	Submitted to the Directorate of Industrial Safety and Health	Form 27 annual return
Evacuation plan	Updated plan displayed with emergency contact numbers	Committee minutes of 15 January 2026; Form 27
Fire-fighting equipment	Adequate under Rule 71-B; extinguishers and sprinklers in good condition	Form 27; committee minutes
Fire alarms and emergency lights	Checked and in good working condition; monthly alarm checks set	Committee minutes of 15 January 2026
First-aid box	At the entrance with all required materials	Committee minutes of 15 January 2026
First-aiders	9 trained and available	Company’s monthly data return
First-aid training	3 hours on 3 October 2025 for 9 employees, led by a certified MBBS doctor	Company’s monthly data return
Fire-fighting training	3 hours on 3 October 2025 for 9 employees, led by a fire safety consultant	Company’s monthly data return

Table 20.10 continues on the next page

Table 20.10, continued

PROVISION	WHAT THE RECORD STATES	RECORD
Emergency response team	Formed to handle emergency situations	SA 8000 statement for 2025
Evacuation maps	On display	SA 8000 statement for 2025
Fire alarm and fire equipment	Installed across the factory	SA 8000 statement for 2025

Declarations and records as each names them; Form 27 covers calendar 2025.

21

Learning and skills

Our three signed training rosters of FY 2025-26 record 780 person-hours, or 1.6 hours for each employee.

GRI 404-1, 404-2, 404-3 | NGRBC Principle 3



Picture 30

Three signed attendance rosters of FY 2025-26 record 780 person-hours of training, or 1.6 hours for each employee. The year's rostered sessions covered emergency response and life skills, and every worker is on the 2026 training planner.

21.1 Training delivered (GRI 404-1)

Rostered sessions

Two one-hour mock drill training sessions, on 16 October 2025 and 15 January 2026, trained 398 and 352 employees, and a 30-minute soft skills session on 8 January 2026 trained 60 karigars. Each roster is a training record on the LLP's letterhead that names every attendee with a punching number and designation. The two drill rosters close with the signatures of the supervisor, the trainer and the management representative under the company's seal.

Trainers

Three trainers led the year's sessions, one for each, and the trainer of the January drill session also sits on the health and safety committee. The committee minutes of 15 January 2026 record first-aid training every quarter, provided by St John Ambulance Association, and the training record titles are printed in English and Hindi.

Year totals

Person-hours total 780: 398 from the October drill training, 30 from the soft skills session and 352 from the January drill training. Together the three rostered sessions delivered 2.5 hours of training time and 810 attendances, which we count as attendances rather than distinct persons, because one employee may appear on more than one roster.

Programme hours

Table 21.3 gives the programme hours the company declares for FY 2025-26: 2 hours each for ethics, workplace health and safety, the employee code of conduct and environment, and 182.5 hours of daily ergonomics practice, counted cumulatively. First aid and fire safety each ran as a three-hour session on 3 October 2025 for 9 employees, as the company's monthly data return declares. None of these programmes is on the three signed rosters, so they stand apart from the roster totals above and are not added to them.

Training person-hours
780
On the three signed rosters

Hours per employee
1.6 hours
Person-hours over the workforce

Attendances
810
Across the three rostered sessions

Trained on health and safety
100%
SA 8000 statement for 2025

Figure 60

Three signed rosters recorded 810 attendances in FY 2025-26; the 2026 planner sets 24 items through the year.

Signed sessions, FY 2025-26; planned items by month, 2026

Training sessions dated in FY 2025-26

Apr 2025 · May · Jun · Jul · Aug · Sep · Oct · Nov · Dec · Jan 2026 · Feb · Mar

- First-aid and fire-fighting: 3 hours each, 3 October 2025, 9 employees each (company return)
- Mock drill training, 16 October 2025: 398 attendees
- Soft skills training, 8 January 2026: 60 attendees
- Mock drill training, 15 January 2026: 352 attendees

Attendances on the three signed rosters: 810

The Social Accountability Training Planner for 2026: when each of its 24 items is scheduled

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Items 1 to 6: Committee sessions	■			■			■			■			30 minutes, every 3 months
Items 7 to 10 and 12 to 14: Soft skills, mock drill, health and safety, grievance, first-aid, MSDS and PPE training	■			■			■			■			30 minutes, every 3 months
Item 11: Fire fighter training	■						■						30 minutes, every 6 months
Item 15: Internal auditor training on SA 8000 elements, risk assessment and nonconformity closure	■					■							1 hour, every 6 months
Item 16: Social performance team training on legal compliance and SA 8000 worker awareness	■					■							30 minutes, every 3 months as printed; ticked for two months
Item 17: Risk assessment	■					■							30 minutes, every 6 months
Item 18: Internal audit	■												Yearly
Item 19: Waste handling training	■						■						30 minutes, every 6 months
Item 20: Needle training	■			■			■			■			30 minutes, every 3 months
Items 21 to 23: Stakeholder communication; Internal Committee (POSH) submission; supplier verification	■												Yearly
Item 24: Management review meeting	■						■						1 hour, every 6 months

Sessions from Tables 20.10 and 21.1; the 2026 planner from Table 21.5, whose January session time is 11.0 hours.

Source: Tables 20.10, 21.1, 21.2 and 21.5.

21.2 What the training covers (GRI 404-2)

Soft skills

The soft skills session carries a printed syllabus in four modules. It covers household finance, from understanding income and expenses to making a savings plan and opening a bank account, and health, including cooking cheap, nutritious meals and preventing common illnesses such as tuberculosis and jaundice. Its leadership and communication modules cover problem solving, working relationships with supervisors and polite, respectful communication at work. The trainer rated each of the 60 attendees Good at the end of the session.

Training as a benefit

Our SA 8000 statement for 2025 lists SA 8000 awareness, first-aid, fire mock drill and ergonomics training among the benefits provided to employees. The Labour and Human Rights Policy sets annual training for every employee on human rights, health and safety and anti-harassment from 2026, and the POSH awareness programmes of 2025 reached 140, 96, 128 and 130 employees at their four sessions.

Table 21.1

Training sessions with attendance rosters, FY 2025-26

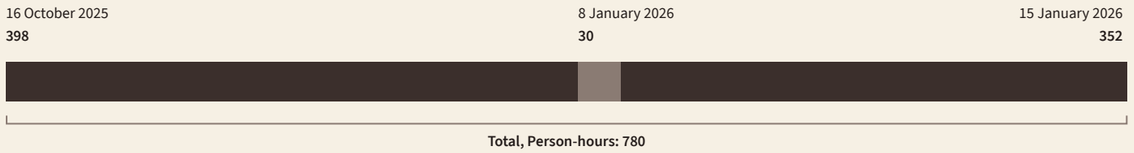
DATE	PROGRAMME	DURATION (HOURS)	ATTENDEES (EMPLOYEES)	PERSON-HOURS	RECORD
16 October 2025	Mock drill training	1	398	398	Named roster signed by supervisor, trainer and management representative
8 January 2026	Soft skills training	0.5	60	30	Named roster with the trainer's evaluation of each attendee
15 January 2026	Mock drill training	1	352	352	Named roster signed by supervisor, trainer and management representative
FY 2025-26	Three sessions	2.5	810	780	Attendances, not distinct persons

Training records on the LLP's letterhead, each sealed.

Figure 61

The two mock drill trainings gave most of the 780 person-hours on the year's three signed rosters.

Person-hours on the signed training rosters, FY 2025-26



Sessions: 16 October 2025, mock drill training; 8 January 2026, soft skills training; 15 January 2026, mock drill training. Person-hours are attendances multiplied by session hours.

Source: Table 21.1.

Table 21.2

Training indicators, FY 2025-26

INDICATOR	VALUE
Total training hours on the documented rosters, the three signed rosters	780 person-hours
Average training hours per employee, on the three signed rosters	1.6 hours
Training attendances on the three signed rosters	810
Session hours delivered on the three signed rosters	2.5 hours
Months with a rostered session	October 2025 and January 2026
Employees trained on health and safety, as the company declares	100%
Safety, environment and product training programmes, calendar 2025, as the company declares	4

Rostered sessions of 16 October 2025, 8 January 2026 and 15 January 2026; attendances are roster entries, not distinct persons. Health and safety training and the programme count are the company's declaration in its SA 8000 statement for 2025, and are not part of the roster totals.

Mock drill training

Each mock drill training session ran for one hour from 2 pm and led directly into the evacuation drill at 3.00 pm. The head count at each drill equals the number on that day's roster, 398 in October and 352 in January, so every employee trained that afternoon then practised the evacuation.

Table 21.3

Training hours by programme, FY 2022-23 to FY 2025-26

PROGRAMME (HOURS)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Ethics	2	2	2	2
Workplace health and safety	2	2	2	2
Employee code of conduct	2	2	2	2
Environment	2	2	2	2
First aid	2	2	2	3
Fire safety	3.5	4	4	3
Ergonomics, daily workplace practice counted cumulatively	175	180	182.5	182.5

Every FY 2025-26 entry is the company's declaration: first aid and fire safety are the 3-hour sessions of 3 October 2025, each for 9 employees, on the company's monthly data return, and the other programmes are as the company declares. None of these programmes is on the three signed rosters, and none is part of their 780 person-hours.



Figure 62

First aid and fire safety ran three hours each in FY 2025-26; four other topics ran two hours each.

Training hours by programme, FY 2025-26

Hours by programme in FY 2025-26. Ergonomics, daily workplace practice counted cumulatively: 182.5 hours; not a session, so not drawn.

Source: Table 21.3.

Table 21.4

Soft skills syllabus, 8 January 2026

MODULE	TOPICS COVERED
Finance	Understanding household income and expenses; why saving matters; saving for short and long-term goals; making a savings plan; opening a bank account
Health	Work-life balance; a healthy lifestyle; cooking cheap, fast and nutritious meals; preventing common illnesses such as headaches, back pain, stomach problems, tuberculosis and jaundice
Leadership	Solving problems; communication and persuasion; building good relationships with supervisors; being a leader
Communication	Qualities of good communicators; politeness, respect, not blaming, an incremental approach, solutions that work for everyone, integrity, taking and following instructions

Printed syllabus on the training record of 8 January 2026, 2.30 to 3.00 pm.

The 2026 planner

Our Social Accountability Training Planner for the Year 2026, revision 00 approved by the Managing Director on 2 January 2026, schedules 24 items for all workers. Committee sessions and the core training topics run for 30 minutes every three months, alongside fire fighter, waste handling, needle and SA 8000 internal auditor training, a six-monthly risk assessment and a six-monthly management review meeting. Planned session time in January 2026 comes to 11.0 hours across the twenty items with a stated duration. The January rosters record two of those sessions, the soft skills session and the mock drill training.

Craft and safety topics

The planner adds two topics specific to the work: needle training every three months and waste handling training every six months, alongside MSDS and PPE training each quarter.

Our hazard identification and risk assessment sets work instructions on the safe handling of embroidery needles and on finger relaxation for the same work.

21.3 Performance and career development (GRI 404-3)

Appraisal

Appraisal and feedback coverage stands at 100%, annual salary appraisal at 94%, the average performance rating at 8.9 out of 10 and high-performer retention at 92%. Table 21.6 sets these beside the three earlier years.

Evaluation of learning

The soft skills training record carries two evaluation columns on a five-point scale from excellent to poor. The first is the trainer's rating at the end of the session, by oral or written test on its content; the second is an internal rating of performance three months after the training or at the next session.

People targets

Our FY 2024-25 report sets training at 12 hours or more per employee by 2027 and 15 hours or more by 2030. The FY 2025-26 position on the documented rosters is 1.6 hours, and the 2026 planner schedules sessions for all workers in each quarter. The same report sets recordable incidents at zero and the workforce stable to 2027, and the Anti-Discrimination Policy sets diversity and inclusion training at 100% by 2027. The positions are zero, a workforce of 495 and 100%, the last as the company declares. The Labour and Human Rights Policy adds 10,000 hours a year of career development and artisanal upskilling by 2027, against 780 person-hours on the FY 2025-26 rosters.

Table 21.5

Social Accountability Training Planner for 2026

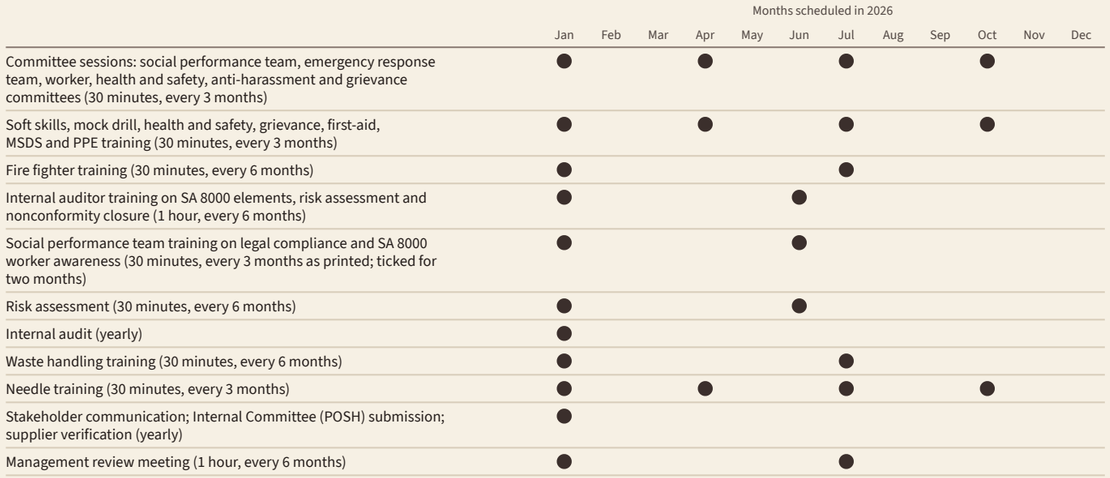
PLANNER ITEMS	PROGRAMME	DURATION	FREQUENCY	MONTHS SCHEDULED IN 2026
1 to 6	Committee sessions: social performance team, emergency response team, worker, health and safety, anti-harassment and grievance committees	30 minutes	Every 3 months	January, April, July, October
7 to 10 and 12 to 14	Soft skills, mock drill, health and safety, grievance, first-aid, MSDS and PPE training	30 minutes	Every 3 months	January, April, July, October
11	Fire fighter training	30 minutes	Every 6 months	January, July
15	Internal auditor training on SA 8000 elements, risk assessment and nonconformity closure	1 hour	Every 6 months	January, June
16	Social performance team training on legal compliance and SA 8000 worker awareness	30 minutes	Every 3 months as printed; ticked for two months	January, June
17	Risk assessment	30 minutes	Every 6 months	January, June
18	Internal audit	Yearly item	Yearly	January
19	Waste handling training	30 minutes	Every 6 months	January, July
20	Needle training	30 minutes	Every 3 months	January, April, July, October
21 to 23	Stakeholder communication; Internal Committee (POSH) submission; supplier verification	Yearly item	Yearly	January
24	Management review meeting	1 hour	Every 6 months	January, July
All 24 items	Planned session time in January 2026	11.0 hours	Twenty items with a stated duration	January

Social Accountability Training Planner for the Year 2026, revision 00 of 2 January 2026, approved by the Managing Director, for all workers.

Figure 63

Every line of the 2026 training planner meets in January, and three recur in April, July and October.

Programmes of the 2026 training planner, by month scheduled



One dot a month in which the planner schedules the line; planner items are grouped as the planner groups them.

Source: Table 21.5.

Table 21.6

Performance and appraisal, FY 2022-23 to FY 2025-26

INDICATOR	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Employees covered by the performance appraisal process	100%	100%	100%	100%
Employees receiving annual performance feedback	100%	100%	100%	100%
Employees given an annual salary appraisal	88%	92%	94%	94%
Average performance rating, out of 10	8.4	8.7	8.9	8.9
High-performer retention rate	88%	90%	92%	92%
Trainer evaluation at the soft skills session of 8 January 2026	n/c	n/c	n/c	Good for each of the 60 attendees

n/c: the trainer evaluation is a FY 2025-26 record with no comparative for the earlier years.

Table 21.7

People targets and current position

TARGET	BASELINE	DEADLINE	POSITION, FY 2025-26
Training hours per employee: 12 or more	1.6 hours, FY 2025-26, three signed rosters	2027	1.6 hours
Training hours per employee: 15 or more	1.6 hours, FY 2025-26, three signed rosters	2030	1.6 hours
Recordable health and safety incidents: maintain zero	0 recordable injuries, FY 2025-26	2027 and 2030	0

Table 21.7 continues on the next page

Table 21.7, continued

TARGET	BASELINE	DEADLINE	POSITION, FY 2025-26
Workforce strength, permanent employees: stable	495, FY 2024-25	2027	495 persons
Workforce strength: 5% growth in productivity roles	495, FY 2024-25	2030	495 persons
Diversity and inclusion training completion: 100%	100%, FY 2024-25	2027	100%, as the company declares
Annual human rights, health and safety and anti-harassment training for every employee	100% health and safety, calendar 2025	2026	100% health and safety training, as the company declares; POSH awareness for 140, 96, 128 and 130 employees in 2025
Career development and artisanal upskilling: 10,000 hours a year	780 person-hours, FY 2025-26 rosters	2027	780 person-hours

Targets as set in the company's FY 2024-25 report (training hours, incidents, workforce), the Anti-Discrimination Policy (diversity training) and the Labour and Human Rights Policy (annual training, upskilling hours).

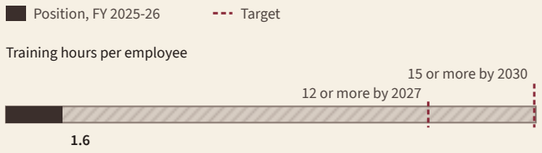


Figure 64

Training ran at 1.6 hours per employee against targets of 12 by 2027 and 15 by 2030.

Training hours per employee, FY 2025-26, against the targets of our FY 2024-25 report

One track from zero to the later target; the hatched length is what remains to reach it.

Source: Table 21.7.

22

Human rights and labour practices

Our SA 8000:2014 certification held throughout FY 2025-26, and the youngest of 307 workers examined in January 2026 was 20.

GRI 2-23, 2-25, 2-26, 2-30, 406-1, 407-1, 408-1, 409-1 | NGRBC Principle 5

Our labour management system was certified to SA 8000:2014 by Ozone Sustainability Management Systems throughout FY 2025-26. The records in Table 22.3, each cited for the period it covers, show no labour or human rights incident. The certificate records no contracted and no outsourced process, so our own employees form our labour boundary, with one exception: the canteen, which our Form 27 annual return for calendar 2025 declares as run through a contractor.



Picture 31



Picture 32

22.1 Policies and standards (GRI 2-23, 2-24)

Policy framework

Eight controlled documents set our labour and human rights commitments. The Labour and Human Rights Policy (SZA-COMP-13) adopts the ILO core conventions, the Universal Declaration of Human Rights, the UN Global Compact principles and the OECD Guidelines for Multinational Enterprises. The Child Labour Policy (SZA-COMP-10) covers child and forced labour together, prohibits the employment of any person under 18 and requires documented proof of age before recruitment. The Freedom of Association, Grievance and Remuneration policies were revised to revision 0.1 on 1 September 2025.

Against the ILO fundamental conventions

Four of the ten fundamental conventions, numbers 87, 98, 100 and 111, are cited by number in our policies, together with Convention 131 on minimum wage fixing and Convention 190 on violence and harassment. Forced labour, child labour and occupational safety and health are covered in substance by the Child Labour Policy, the Labour and Human Rights Policy and our certified health and safety system. Table 22.2 gives the FY 2025-26 position against each convention.

22.2 Child, forced and bonded labour (GRI 408-1, 409-1)

Age verification

The Child Labour Policy prohibits the employment of anyone under 18 and requires documented proof of age before recruitment and random checks during employment. The Form 7 health register records the age of each of the 307 workers examined in January 2026, and the youngest is 20. Child labour incidents were nil in each of the three earlier years, as in FY 2025-26.

Freely chosen employment

The same policy requires that employment is entered into voluntarily, that workers are free to leave after reasonable notice and that no personal document or wage is withheld. Our SA 8000:2014 certification was in force throughout FY 2025-26, and Table 22.3 records no forced or bonded labour incident for the year.

Disciplinary record

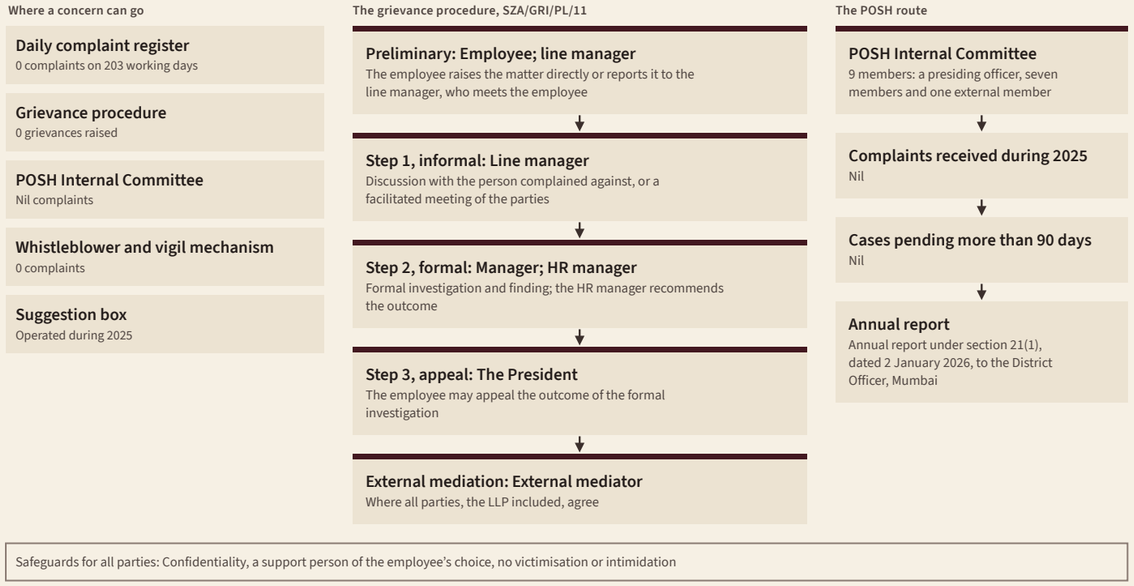
Our SA 8000 statement for 2025 records no charge sheet, no suspension, no dismissal or termination as punishment and no censure or warning notice. It records no fine deducted from wages, and wages paid by the 7th of every month.

Working days on the register	Complaints received	Lowest age on Form 7	Paid at or above the minimum
203	0	20	100%
August 2025 to March 2026, one line a day	On the daily complaint register	Health register, January 2026	SA 8000 statement for 2025

Figure 65

A grievance climbs from the line manager to appeal and mediation; no grievance or POSH complaint was raised.

Channels, stages and outcomes, FY 2025-26



Channels and outcomes from Table 22.6, stages from Table 22.7, the Internal Committee from Table 22.10.

Source: Tables 22.6, 22.7 and 22.10.

Table 22.1

Policies in force

POLICY	CODE AND REVISION	STANDARDS IT CITES	WHAT IT SETS
Labour and Human Rights Policy	SZA-COMP-13, issued 23 January 2025	ILO core conventions; Universal Declaration of Human Rights; UN Global Compact; OECD Guidelines	Prohibits child, forced and bonded labour, discrimination and harassment
Child Labour Policy (child and forced labour)	SZA-COMP-10, issued 23 January 2025	Its own terms, read with the Labour and Human Rights Policy	No employment under 18; documented proof of age before recruitment
Anti-Discrimination Policy	SZA-COMP-11, issued 23 January 2025	ILO Conventions 100, 111 and 190	Forbids discrimination on any protected characteristic

Table 22.1 continues on the next page

Table 22.1, continued

POLICY	CODE AND REVISION	STANDARDS IT CITES	WHAT IT SETS
Living Wage Policy	SZA-COMP-14, issued 23 January 2025	SDG 8	Pay above the legal minimum, benchmarked by food basket analysis
Freedom of Association and Collective Bargaining	SZA/FOA/PL/27, revision 0.1, 1 September 2025	ILO Conventions 87 and 98	Right to form and join a union; freely elected worker representatives
Grievance Procedure and Policy	SZA/GRI/PL/11, revision 0.1, 1 September 2025	ILO Convention 98	Staged procedure from line manager to appeal and external mediation
Remuneration Policy	SZA/REM/PL/45, revision 0.1, 1 September 2025	ILO Conventions 100 and 131	Salary paid by the 7th of every month; equal pay for equal work
Whistleblower and Vigil Mechanism Policy	SZA/WB/PL/08, revision 01, 1 September 2025	Its own terms	Protected disclosure to an ombudsman

Controlled documents in force during FY 2025-26, each signed for the company.

Table 22.2

ILO fundamental conventions and our coverage

ILO CONVENTION	SUBJECT	OUR POLICY	CITED BY NUMBER	FY 2025-26 POSITION
29 and 105	Forced labour	Child Labour Policy; Labour and Human Rights Policy	Covered in substance	0 forced or bonded labour incidents
87	Freedom of association	Freedom of Association and Collective Bargaining policy	Yes	No union formed; representatives freely elected
98	Collective bargaining	Freedom of Association policy; Grievance Procedure and Policy	Yes	None: no union formed
100	Equal remuneration	Anti-Discrimination Policy; Remuneration Policy	Yes	Four monthly entries in the Form D register, September to December 2025
111	Discrimination	Anti-Discrimination Policy	Yes	0 discrimination complaints
138 and 182	Minimum age; worst forms of child labour	Child Labour Policy	Covered in substance	Lowest age on the Form 7 register: 20; 0 incidents
155 and 187	Occupational safety and health	Safety and health policy declared on Form 27; ISO 45001:2018 system	Covered in substance	0 recordable injuries
131	Minimum wage fixing	Remuneration Policy	Yes	100% paid at or above the statutory minimum
190	Violence and harassment	Anti-Discrimination Policy; POSH Internal Committee	Yes	Nil POSH complaints, calendar 2025

The ten ILO fundamental conventions, followed by the two further conventions our policies cite.

22.3 Freedom of association and collective bargaining (GRI 2-30, 407-1)

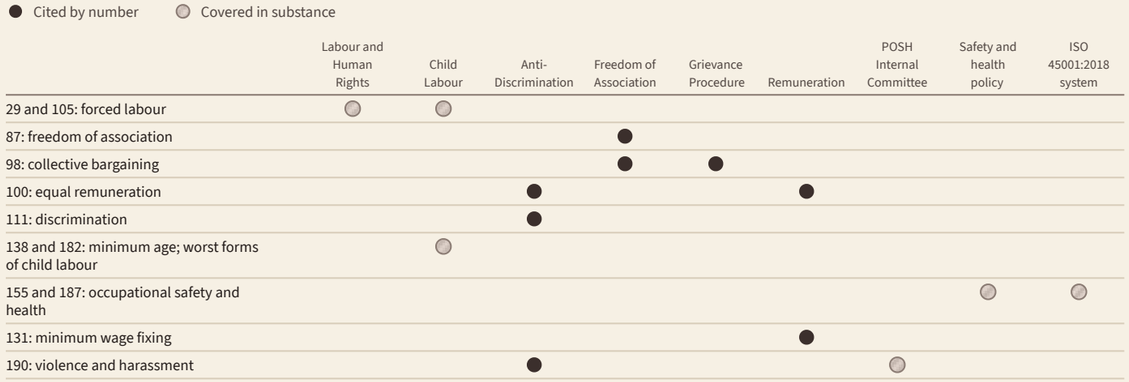
Worker representation

No workers' union has been formed at the site, as our Freedom of Association and Collective Bargaining policy (SZA/FOA/PL/27) records, so collective bargaining coverage is nil. The policy recognises the right of every worker to form and join a union and to bargain collectively, and it provides for worker representatives to be selected through free elections without management interference. It states that the right to join a union is communicated by notice board intimation, a poster and internal training.

Figure 66

Nine ILO convention groups map to our policies; six are cited by number and three covered in substance.

ILO conventions against the policies that cover them, FY 2025-26



Solid where the policy itself cites the convention by number; hatched where the policy or body covers it in substance.

Source: Tables 22.2 and 22.1.

Table 22.3

Labour and human rights incidents, FY 2022-23 to FY 2025-26

INCIDENTS (COUNT)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2025-26 RECORD
Labour rights violations reported	0	0	0	0	Complaint register, 1 August 2025 to 31 March 2026; SA 8000:2014 certified throughout FY 2025-26
Human rights violations reported	0	0	0	0	Complaint register, 1 August 2025 to 31 March 2026; SA 8000:2014 certified throughout FY 2025-26
Child labour incidents	0	0	0	0	Form 7, January 2026: lowest recorded age 20
Forced or bonded labour incidents	0	0	0	0	SA 8000:2014 certified throughout FY 2025-26; SA 8000 statement for 2025
Harassment or discrimination complaints	0	0	0	0	Complaint register, 1 August 2025 to 31 March 2026; POSH report for calendar 2025
Employee grievances raised	11	46	32	0	Complaint register, 1 August 2025 to 31 March 2026, 203 working days
Employee grievances resolved	11	43	32	0	Nil raised in FY 2025-26, so nil to resolve

Social dialogue

Four karigars sit on the eight-member health and safety committee, which met on 15 January 2026, and the names of the workers' committee members are displayed at the workplace. The 2026 planner schedules quarterly sessions for six committees, among them the workers' committee and the grievance committee.

22.4 Grievance and remedy (GRI 2-25, 2-26)

Channels

Every worker at the site can raise a concern through the complaint register, the grievance procedure, the POSH Internal Committee, the Whistleblower and Vigil Mechanism Policy (SZA/WB/PL/08) or the suggestion box.

Table 22.4

Disciplinary and wage practice, SA 8000 statement for 2025

ITEM IN THE STATEMENT	YEAR 2025
Charge sheets issued	Nil
Employees suspended pending enquiry or as punishment	Nil
Employees dismissed, discharged or terminated as punishment	Nil
Censure or warning notices issued	Nil
Deductions made or fines imposed as punishment	No fines deducted
Minimum wage payable as per notification	INR 16,490
Date of payment of wages	By the 7th of every month
Workers who received wages	100% paid at or above the minimum wage
Accidents; persons injured	Nil; nil
Training programmes on safety, environment and product	4 in the year; 100% of employees trained, as the company declares

Data and Information on Compliance of SA 8000:2014 Standard Performance, Year 2025, sent to the Mumbai Fire Brigade and receipt-stamped on 5 January 2026.

Table 22.5

Freedom of association and social dialogue

MEASURE	FY 2025-26	RECORD
Workers' union at the site	None formed	Freedom of Association and Collective Bargaining policy SZA/FOA/PL/27
Collective bargaining coverage	None: no union formed	Freedom of Association and Collective Bargaining policy
Worker representatives	Selected through free elections, without management interference	Freedom of Association and Collective Bargaining policy
Right to join a union	Communicated by notice board intimation, a poster and internal training	Freedom of Association and Collective Bargaining policy
Joint committees with worker members	1	Health and safety committee
Social dialogue engagements	1	Committee meeting of 15 January 2026 with four karigar members
Workforce members on the health and safety committee	4 of 8 members	Committee minutes
Committees scheduled for sessions in 2026	6	Training planner items 1 to 6

Policy revision 0.1 of 1 September 2025; committee minutes of 15 January 2026.

Grievance procedure

The Grievance Procedure and Policy (SZA/GRI/PL/11) covers employees, prospective employees, agents and contractors. It defines a grievance broadly, from safety, training and leave to rosters, hours of work, appraisal, promotion and wage levels. A grievance moves from the line manager through a formal investigation to an appeal, with external mediation where all parties agree, and the complainant may bring a support person to any meeting.

Complaint register

Our complaint register has one line for every working day, with columns for the complainant, the nature of the complaint, the action taken, the date of closure and an HR remark.

Table 22.6

Grievance channels

CHANNEL	HOW IT WORKS	RECORD	FY 2025-26 OUTCOME
Daily complaint register	One line per working day for complainant, complaint, action, closure date and HR remark	1 August 2025 to 31 March 2026	0 complaints on 203 working days
Grievance procedure	Line manager, formal investigation, appeal to the President	Policy SZA/GRI/PL/11, revision 0.1	0 grievances raised
POSH Internal Committee	Presiding officer and eight members, one of them external	Annual report for calendar 2025	Nil complaints
Whistleblower and vigil mechanism	Protected disclosure to the ombudsman named in the policy	Grievance and whistleblower register, 1 August 2025 to 31 March 2026	0 complaints
Suggestion box	Listed among employee benefits; a suggestion scheme operated	SA 8000 statement; Form 27 annual return	Operated during 2025

Channels open to every worker at the site during FY 2025-26.

Table 22.7

Grievance procedure

STAGE	WHO ACTS	WHAT HAPPENS
Preliminary	Employee; line manager	The employee raises the matter directly or reports it to the line manager, who meets the employee
Step 1, informal	Line manager	Discussion with the person complained against, or a facilitated meeting of the parties
Step 2, formal	Manager; HR manager	Formal investigation and finding; the HR manager recommends the outcome
Step 3, appeal	The President	The employee may appeal the outcome of the formal investigation
External mediation	External mediator	Where all parties, the LLP included, agree
Safeguards	All parties	Confidentiality, a support person of the employee's choice, no victimisation or intimidation

Grievance Procedure and Policy SZA/GRI/PL/11, revision 0.1 of 1 September 2025.

Its sheets for 1 August 2025 to 31 March 2026 carry 203 working days, each entered as no complaint, with Sundays and five festival holidays marked as rest days. Grievances raised and resolved are therefore both 0 for the months the register covers.

22.5 Harassment, maternity and equal treatment (GRI 405-2, 406-1)

POSH Internal Committee

Our POSH Internal Committee has nine members, a presiding officer, seven members and one external member. It met four times in 2025, and each meeting included an awareness programme, attended by 140, 96, 128 and 130 employees; three of the four fall in FY 2025-26.

The committee received no complaint during calendar 2025 and had no case pending beyond 90 days at 31 December 2025. Its annual report under section 21(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is dated 2 January 2026 and was filed with the District Officer, Mumbai. The POSH policy and the committee's constitution are displayed at the notice board, the canteen and security.

Maternity and equal remuneration

Our Form 10 maternity benefit register carries a sealed entry for each of the nine months from July 2025 to March 2026, and none records a maternity benefit request. The Form D equal remuneration register carries four monthly entries, September to December 2025, recording equal remuneration paid across skilled, semi-skilled and unskilled work.

Table 22.8

Complaint register by month, August 2025 to March 2026

MONTH	CALENDAR DAYS	SUNDAYS	NAMED HOLIDAYS	WORKING DAYS	COMPLAINTS RECEIVED
August 2025	31	5	1: Independence Day	25	0
September 2025	30	4	0	26	0
October 2025	31	4	2: Gandhi Jayanti, Diwali	25	0
November 2025	30	5	0	25	0
December 2025	31	4	0	27	0
January 2026	31	4	1: Republic Day	26	0
February 2026	28	4	0	24	0
March 2026	31	5	1: Ramadan Eid	25	0
Total	243	35	5	203	0

Complaint register, one dated line per working day; Sundays and named holidays are marked as rest days. Working days = calendar days less Sundays less named holidays.

Table 22.9

POSH Internal Committee meetings and awareness programmes

IC MEETING	DATE	ACTIVITY	EMPLOYEES COVERED	FINANCIAL YEAR
Meeting one	17 January 2025	Awareness programme	140	FY 2024-25
Meeting two	17 April 2025	Awareness programme	96	FY 2025-26
Meeting three	30 July 2025	Awareness programme	128	FY 2025-26
Meeting four	10 October 2025	Awareness programme	130	FY 2025-26

POSH Internal Committee annual report for calendar 2025, items 4 and 5.

Table 22.10

POSH annual report, calendar 2025

ITEM	POSITION
Complaints received during 2025	Nil
Cases disposed of during 2025	Not applicable: no complaint received
Cases pending more than 90 days at 31 December 2025	Nil
Internal Committee members	9 members: a presiding officer, seven members and one external member
Internal Committee training	Quarterly
POSH policy	Implemented and displayed on the notice board
Committee constitution	Displayed at the notice board, the canteen and security
Filing	Annual report under section 21(1), dated 2 January 2026, to the District Officer, Mumbai

Annual report under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, calendar 2025.

Table 22.11

Maternity benefit register (Form 10), by month

MONTH	ENTRY IN THE FORM 10 MATERNITY BENEFIT REGISTER
July 2025	No maternity benefit request received
August 2025	No maternity benefit request received
September 2025	No maternity benefit request received
October 2025	No maternity benefit request received
November 2025	No maternity benefit request received
December 2025	No maternity benefit request received
January 2026	No maternity benefit request received
February 2026	No maternity benefit request received
March 2026	No maternity benefit request received

Form 10 under Rule 12(1) of the Maternity Benefit Rules; each monthly entry is sealed.

22.6 Fair wages (GRI 202-1)

Living Wage Policy

Our Living Wage Policy (SZA-COMP-14) defines a living wage as pay sufficient for food, housing, healthcare, education and discretionary income. It commits to pay above the legal minimum, benchmarked against periodic food basket analysis, market data and cost-of-living assessments. Its first quantitative target is that every employee earns at least 30% above the statutory minimum wage by FY 2027.

We test the policy's floor on the skilled Zone I minimum of INR 16,807 a month, which plus 30% gives INR 262,189 a year. The average annual wage of INR 305,000 is 16.3% above it, and the salaries register by grade will give each employee's position from FY 2026-27. Our SA 8000 statement for 2025 declares that 100% of employees were paid at or above the statutory minimum, and Section 19 sets out the comparison with the 2026 rates.

Table 22.12

Wage and remuneration commitments and position

COMMITMENT	SOURCE	DEADLINE	POSITION, FY 2025-26
Every employee earns at least 30% above the statutory minimum wage	Living Wage Policy SZA-COMP-14	FY 2027	Average annual wage 16.3% above the policy floor of INR 262,189 a year, the skilled Zone I minimum of INR 16,807 a month plus 30%; each employee's position from the FY 2026-27 salaries register
Annual wage revisions, with two review cycles a year	Living Wage Policy SZA-COMP-14	From FY 2026	Remuneration Policy provides for regular salary review against market conditions
Living wage progress published in the annual sustainability report	Living Wage Policy SZA-COMP-14	From FY 2026	Average wage and minimum wage comparison published in this report
Salary paid by the seventh of every month	Remuneration Policy SZA/REM/PL/45	Standing	Paid by the 7th of every month, SA 8000 statement for 2025
Equal pay for equal work, ILO Convention 100	Remuneration Policy; Anti-Discrimination Policy	Standing	Four monthly entries in the Form D register, September to December 2025
Pay at or above the statutory minimum wage	Living Wage Policy SZA-COMP-14	Standing	100% of employees, SA 8000 statement for 2025

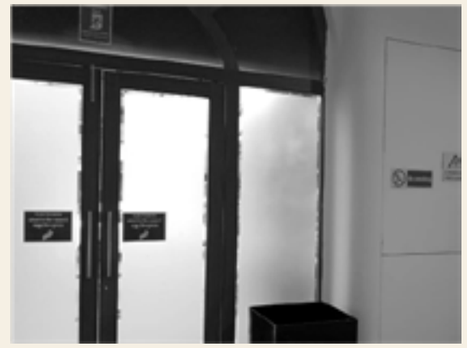
Commitments as the named policies state them; positions from the records named.

23

Ethics, integrity and information security

QRO certified our anti-bribery system to ISO 37001:2016 and our information security system to ISO/IEC 27001:2022 in FY 2025-26.

GRI 2-23, 2-25, 2-26, 205, 418 | NGRBC Principle 1



Picture 33

Our ethics framework rests on four controlled documents and two certified management systems, with the statutory POSH Internal Committee alongside them. The Business Ethics Policy and the Whistleblower Policy (SZA-COMP-06), both issued on 23 January 2025, set the conduct we expect. The Whistleblower and Vigil Mechanism Policy (SZA/WB/PL/08) and the Grievance Procedure and Policy, both revised on 1 September 2025, set how a concern reaches us and how it is resolved. During the reporting year QRO certified our anti-bribery management system to ISO 37001:2016 and our information security management system to ISO/IEC 27001:2022.

23.1 How we govern integrity (GRI 2-23, 2-24)

Controlled documents

The Business Ethics Policy applies to employees, artisans, managers, contractors, suppliers, consultants and agents, and binds suppliers to the Supplier Code of Conduct. It names the Prevention of Corruption Act, the Competition Act 2002 and the Digital Personal Data Protection Act 2023 among the laws it serves. Table 23.1 lists each document in force during FY 2025-26 with its reference, its date and what it sets.

Communication and acknowledgement

The Business Ethics Policy provides for circulation through notice boards, training and supplier platforms, in English, Hindi and regional languages. It requires every employee, artisan, contractor and supplier to sign an acknowledgement, and closes with an employee acknowledgement page. It assigns strategy to leadership, the ethics programme to the compliance function, transaction controls to finance, induction and non-retaliation to human resources, and cybersecurity to IT.

Certification

Both QRO certificates cover designing and CAD digitizing through hand embroidery, checking and final inspection to packing and dispatch. The Business Ethics Policy set ISO 37001 certification across production and administrative sites as a 2027 target, and we met it during FY 2025-26.

23.2 Anti-bribery and anti-corruption (GRI 205)

Zero tolerance

The Business Ethics Policy prohibits bribery, facilitation payments, extortion, money laundering and fraud, and requires that no business decision is influenced by personal gain or favouritism. Table 23.2 sets out the ten controls it prescribes, from the Gifts and Hospitality Register onwards; dual approval for payments of INR 25,000 and above is a target for 2027. Suppliers found engaging in corruption face suspension or termination of their contracts under clause 3.8.

Corruption incidents	Code of conduct violations	Trained in ethics	Data breaches
0	0	100%	0
Confirmed cases in the year	SA 8000 statement for 2025	As the company declares	Confirmed breaches in the year

Figure 67

Five documents set ten integrity controls, certified to ISO 37001:2016; no whistleblower complaint was received.

Documents, controls, certification and indicators, FY 2025-26

5 documents set the rules

- **Business Ethics Policy** — SZA-COMP-06; issued 23 January 2025
- **Whistleblower Policy** — SZA-COMP-06; issued 23 January 2025
- **Whistleblower and Vigil Mechanism Policy** — SZA/WB/PL/08, revision 01; revised 1 September 2025
- **Grievance Procedure and Policy** — SZA/GRI/PL/11, revision 0.1; issued 1 February 2022; revised 1 September 2025
- **POSH Internal Committee** — section 21(1) annual report, calendar 2025; filed with the District Officer, dated 2 January 2026

10 controls the Business Ethics Policy requires

Gifts and hospitality	clause 3.1
Third parties	clause 3.1
Anti-corruption training	clause 3.1
Anti-money laundering	clause 3.2
Financial integrity	clause 3.3
High-value payments	clause 4
Conflicts of interest	clause 3.5
Fair competition	clause 3.7
Supplier conduct	clause 3.8
Oversight	clause 5

Certified and measured

- **ISO/IEC 27001:2022** — Information security management, QRO
- **ISO 37001:2016** — Anti-bribery management, QRO

FY 2025-26

Confirmed corruption or bribery incidents	0
Employees trained in ethics and anti-bribery	100%
Whistleblower complaints received	0
Code of conduct violations (charge sheets, suspensions, dismissals, warnings)	0
Confirmed information-security incidents	0
Reported incidents of harassment	0

Documents from Table 23.1, controls from Table 23.2, certificates from Table 30.1 and the year's indicators from Table 23.3.

Source: Tables 23.1, 23.3, 23.2 and 30.1.

Incidents and training

We declare 0 confirmed corruption or bribery incidents in FY 2025-26; the incident register that will record them opens in FY 2026-27 (Section 34). We declare that 100% of employees were trained in ethics and anti-bribery, a programme of 2 hours that is not on the three signed training rosters of the year. Our SA 8000 statement for 2025 records no charge sheet, suspension, dismissal or warning notice, and we report 0 code of conduct violations.

Table 23.3 sets these indicators beside the two preceding years, and its harassment count adds the POSH Internal Committee's nil return for calendar 2025.

Targets

The policy sets six quantified targets with dates from 2027 to 2029 (Table 23.4). The ISO 37001 target is met. The training goal covers high-risk roles and falls due in 2027, and we declare every employee trained during the year. The supplier, audit, fraud and dual-approval targets fall due between 2027 and 2029.

Table 23.1

Controlled documents that govern ethics and speaking up, FY 2025-26

DOCUMENT	REFERENCE	ISSUED OR REVISED	WHAT IT SETS
Business Ethics Policy	SZA-COMP-06	Issued 23 January 2025	Zero tolerance for bribery, facilitation payments, money laundering and fraud; conflict-of-interest disclosure; fair competition; ethical procurement
Whistleblower Policy	SZA-COMP-06	Issued 23 January 2025	Confidential and anonymous reporting, non-retaliation, investigation stages and support for people who report
Whistleblower and Vigil Mechanism Policy	SZA/WB/PL/08, revision 01	Revised 1 September 2025	Protected disclosures to a named Ombudsman; a redressal committee of at least three members; complaints kept for five years
Grievance Procedure and Policy	SZA/GRI/PL/11, revision 0.1	Issued 1 February 2022; revised 1 September 2025	Direct, informal, formal and appeal stages, external mediation by agreement, and a grievance register
POSH Internal Committee	section 21(1) annual report, calendar 2025	Filed with the District Officer, dated 2 January 2026	Hears complaints of sexual harassment under the POSH Act 2013 and reports each calendar year

The January 2025 policy series uses the reference SZA-COMP-06 for three documents; each is identified here by its title. Boundary: the licensed site in Byculla East.

Table 23.2

Anti-bribery and integrity controls in the Business Ethics Policy

CONTROL	WHAT THE BUSINESS ETHICS POLICY REQUIRES	CLAUSE
Gifts and hospitality	Token gestures only, within legal and cultural norms, declared and entered in the Gifts and Hospitality Register	3.1
Third parties	Agents, intermediaries and consultants bound by the policy through due diligence and contract clauses	3.1
Anti-corruption training	Annual workshops and e-learning for all employees, with extra sessions for procurement, finance and sales	3.1
Anti-money laundering	Customer and supplier verification before any transaction; large or irregular transactions flagged for review	3.2
Financial integrity	Dual authorisation, segregation of duties and a verifiable trail for every financial transaction	3.3
High-value payments	Dual approval for transactions of INR 25,000 and above, at 100% adherence by 2027	4
Conflicts of interest	Disclosure to the Compliance Officer; annual declarations by senior management and procurement	3.5
Fair competition	Compliance with the Competition Act 2002; price-fixing, bid-rigging and market sharing prohibited	3.7
Supplier conduct	Periodic ESG audits; suspension or termination for corruption, child or forced labour, or environmental negligence	3.8
Oversight	Internal audits twice a year, external verification every two years, and a quarterly Ethics Committee review	5

23.3 Speaking up (GRI 2-25, 2-26)

Channels

Four documents and the POSH Internal Committee give employees, contractors, suppliers and customers a route to raise a concern, and Table 23.5 sets out each route with its response times. The Whistleblower and Vigil Mechanism Policy routes protected disclosures to the Ombudsman by email, telephone or letter to the site, commits to a response within 48 working hours and keeps written complaints for five years. The Whistleblower Policy provides for a toll-free hotline run by an independent third party, and the Business Ethics Policy requires acknowledgement within five working days and resolution within 30 days.

Assessment and appeal

Under the Whistleblower and Vigil Mechanism Policy the Ombudsman, or a Redressal Committee of at least three members, assesses each disclosure, and the person who raised it is told the final outcome. An appeal lies to the Managing Director. Malicious allegations may lead to disciplinary action, and any allegation of retaliation against a person who reported in good faith is itself investigated.

Table 23.3

Ethics and integrity indicators, FY 2023-24 to FY 2025-26

INDICATOR	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Confirmed corruption or bribery incidents	0	0	0	All operations at the licensed site, as the company declares; incident register from FY 2026-27
Employees trained in ethics and anti-bribery	100%	100%	100%	All employees at the licensed site, as the company declares; not on the three signed rosters
Whistleblower complaints received	0	0	0	Grievance and whistleblower register, 1 August 2025 to 31 March 2026 (Section 22)
Code of conduct violations (charge sheets, suspensions, dismissals, warnings)	0	0	0	SA 8000 statement for 2025
Confirmed information-security incidents	0	0	0	All information systems and data held at the licensed site, as the company declares; incident register from FY 2026-27
Reported incidents of harassment	0	0	0	POSH Internal Committee report for calendar 2025: nil

Boundary: the licensed site.

Table 23.4

Business Ethics Policy targets and position at 31 March 2026

OBJECTIVE	INDICATOR	GOAL	TARGET YEAR	POSITION AT 31 MARCH 2026
Training on anti-corruption, anti-money laundering and ethics	Share of staff trained	100% of high-risk roles certified each year	2027	100% of employees trained, as the company declares
Supplier adherence to the Code of Conduct	Share of approved suppliers audited	100% supplier sign-off and 80% audit compliance	2027	Open
Anti-money laundering and fraud audits	Number of internal audits	100% annual audit completion across all units	2028	Open
Reported fraud cases	Reduction from baseline	50% fewer verified internal fraud incidents	2029	Open
Dual approval for high-value transactions	Share of compliant transactions	100% adherence for transactions of INR 25,000 and above	2027	Open
ISO 37001 certification	Certification status	Certification across production and administrative sites	2027	Certified to ISO 37001:2016 by QRO during FY 2025-26

Source: Business Ethics Policy SZA-COMP-06, clause 4, issued 23 January 2025.

Physical channels

Our SA 8000 statement for 2025 lists a suggestion box and a notice board at the site among its benefits, the physical channels on which our policies rely. The POSH policy and the Internal Committee's constitution are displayed on the notice board, and the committee's constitution also in the canteen and at security.

Whistleblower cases

Whistleblower complaints were 0 from 1 August 2025 to 31 March 2026, against 0 in each of FY 2023-24 and FY 2024-25, and Section 22 sets out the grievance record for those months. The POSH Internal Committee's report for calendar 2025, dated 2 January 2026 and filed with the District Officer, returns nil complaints and nil cases pending beyond 90 days.

23.4 Information security and data privacy (GRI 418)

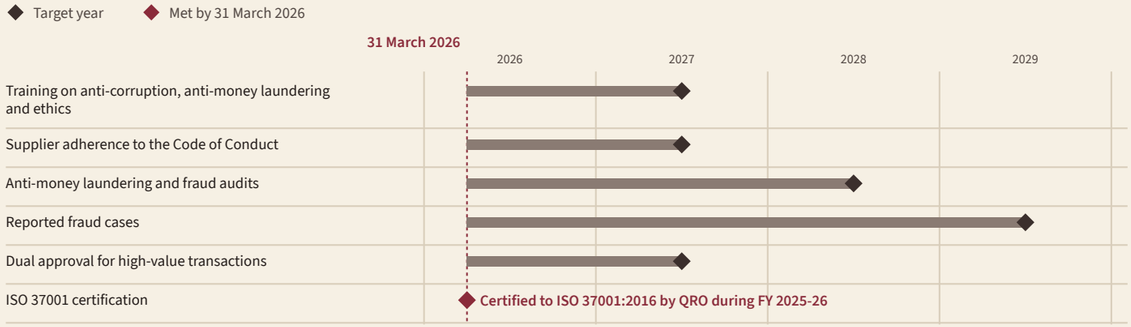
Design confidentiality

The designs we develop and digitise for the couture house are the most sensitive information we hold.

Figure 68

Five of six Business Ethics Policy objectives fall due by 2028, and ISO 37001 certification is already met.

Business Ethics Policy objectives by target year, from 31 March 2026



Each bar runs from 31 March 2026 to the objective's target year; the positions of the open objectives are in the table.

Source: Table 23.4.

Table 23.5

Speak-up channels and response times in our policies

DOCUMENT	CHANNELS	FIRST RESPONSE	RESOLUTION
Business Ethics Policy, clause 3.6	Anonymous email, dedicated helplines and suggestion boxes in every facility	Logged and acknowledged within five working days	Within 30 days
Whistleblower Policy SZA-COMP-06	Toll-free hotline run by an independent third party, email to the Chief Compliance Officer, online form, in-person or written report, suggestion boxes, anonymous post	Acknowledged with a case reference within five business days; preliminary review within seven working days	Investigation within 30 to 45 working days; substantiated complaints closed within 45 working days
Whistleblower and Vigil Mechanism Policy SZA/WB/PL/08	The Ombudsman, by email, telephone or letter to the site; anonymous complaints accepted	Response within 48 working hours; committee members assigned within 48 working hours	Inquiry report within 15 to 45 working days; committee report to the Ombudsman preferably within 90 days of receipt
Grievance Procedure and Policy SZA/GRI/PL/11	The person concerned, then the line manager	Initial meeting with the line manager	Informal step, formal investigation, appeal to the President, external mediation by agreement
POSH Internal Committee	The Presiding Officer and eight members, one of them external	Committee constitution displayed on the notice board, in the canteen and at security	Nil complaints and nil cases pending beyond 90 days at 31 December 2025

Designing and CAD digitizing sit within the scope of our ISO/IEC 27001:2022 certification, and the Business Ethics Policy requires confidential and client data to be stored securely, encrypted and opened to authorised personnel only. The policy prohibits external disclosure without written management approval and requires a non-disclosure agreement from every external collaborator (Table 23.6).

Personal data

The personal data we hold is our workers' own: the Form 7 health register for 307 persons, the training rosters and the wage and attendance registers the Remuneration Policy names. The Business Ethics Policy names the Digital Personal Data Protection Act 2023 as a standard we comply with and requires annual cybersecurity and data protection training for employees.

Table 23.6

Information security and data privacy controls

AREA	CONTROL	SOURCE
Certified system	ISO/IEC 27001:2022 information security management system, certified by QRO, with designing and CAD digitizing in scope	QRO certificate
Storage and access	Confidential, client, employee and supplier data stored securely, encrypted and open to authorised personnel only	Business Ethics Policy, clause 3.4
Disclosure	No external disclosure without written management approval; non-disclosure agreements for every external collaborator	Business Ethics Policy, clause 3.4
Personal data law	Digital Personal Data Protection Act 2023 named as a compliance standard, with IT and Compliance jointly responsible	Business Ethics Policy, clauses 3.4 and 6
Awareness	Annual cybersecurity and data protection training against phishing, cyber fraud and data breaches	Business Ethics Policy, clause 3.4
Retention	Written whistleblower complaints and investigation results kept for at least five years	Whistleblower and Vigil Mechanism Policy SZA/WB/PL/08
Personal data held	Form 7 health register for 307 persons; training rosters with worker numbers; the salaries, attendance and leave registers the Remuneration Policy names	Form 7 register; training records; Remuneration Policy SZA/REM/PL/45, clause 7

The Whistleblower Policy and the Whistleblower and Vigil Mechanism Policy both list breaches of information security and data privacy among the matters a person can report, so a suspected breach has the same protected route as any other concern.

Incidents

We declare 0 confirmed information-security incidents and 0 confirmed data breaches in FY 2025-26, and we declare vendor data-protection compliance at 100%. The incident registers for information security and data privacy open in FY 2026-27, and the supplier register that will list our vendors opens by 31 March 2027 (Section 34). We also declare employee training in information security at 100% (Table 23.7).

Table 23.7

Information security indicators, FY 2025-26

INDICATOR	FY 2025-26
Confirmed information-security incidents	0, as the company declares
Confirmed data breaches	0, as the company declares
Employees trained in information security	100%, as the company declares
Vendor data-protection compliance	100%, as the company declares
ISO/IEC 27001:2022 certification	Certified by QRO during FY 2025-26

The Whistleblower Policy provides for a toll-free hotline run by an independent third party, and the Business Ethics Policy requires acknowledgement within five working days and resolution within 30 days.

24

Responsible supply chain

Our Sustainable Procurement Policy sets seven quantified targets and seven dated commitments to 2035, and ISO 28000:2022 certifies our supply chain security.

GRI 2-6, 204, 308, 414 | NGRBC Principles 1, 2 and 5



Picture 34

Our supply chain is short. Textiles, embroidery threads, zari metallic threads, sequins, beads and embellishments, the materials our Product End of Life Policy names, come to one licensed site in Byculla East, where our own karigars turn them into finished panels. The SA 8000:2014 certificate issued by Ozone Sustainability Management Systems records contracted and outsourced processes as nil, so every production step stays in our hands. Finished work goes to a single Mumbai couture house, and what we discard goes to named service providers.

How the flow runs

Work moves through the seven steps named on our certificates: designing, CAD digitizing, hand embroidery, checking, final inspection, packing and dispatch. Outbound, finished panels go to the couture house, electronic waste goes to an authorised recycler and our other waste to a local vendor (Table 24.6). The customer's designs are the most sensitive information in the chain, and designing and CAD digitizing sit within the scope of our ISO/IEC 27001, ISO 37001 and ISO 28000 certifications. Our SA 8000 statement for 2025 records that we use no chemicals in the manufacturing process.

Contracted or outsourced

Nil

SA 8000:2014 certificate scope, Ozone Sustainability Management Systems

E-waste articles recycled

16

E-waste manifest MFS00/25/512

Accredited laboratories

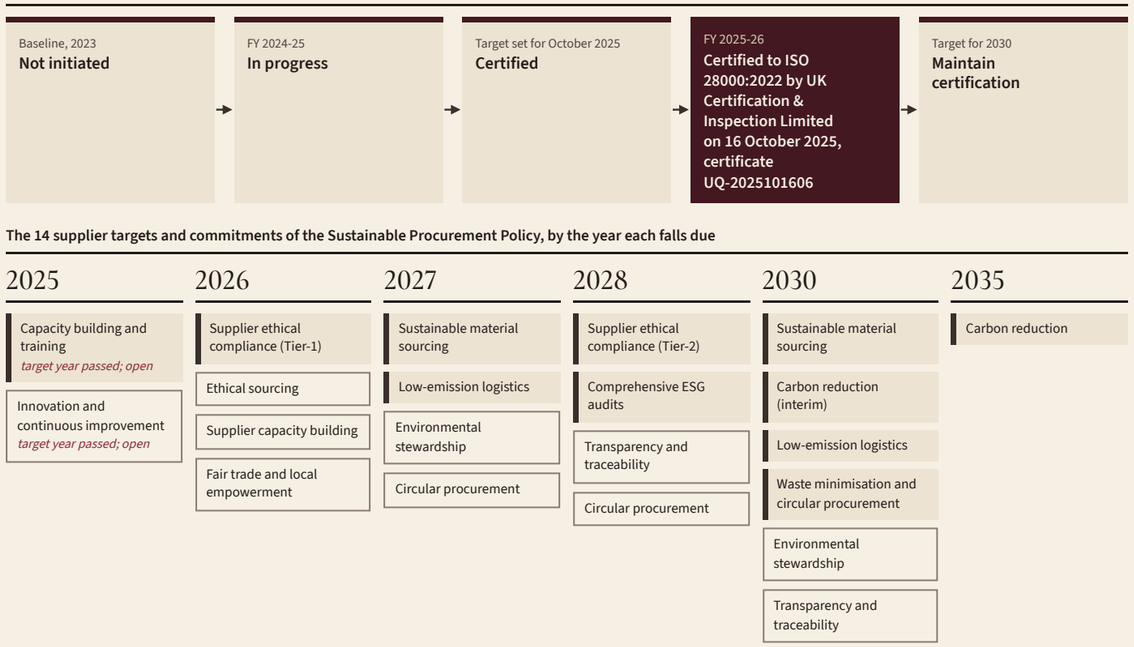
2

Air, noise, light and water tests

Figure 69

Fourteen supplier targets fall due from 2025 to 2035; the two dated 2025 passed while still open.

Supplier targets and commitments by the year each falls due



A target with two deadlines appears in both years. Every target and commitment is open at 31 March 2026 (Tables 24.3, 24.4 and 24.2).

Source: Tables 24.3, 24.4 and 24.2.

24.1 Our supply chain (GRI 2-6, 204)

Table 24.1

Our supply chain at a glance, FY 2025-26

ITEM	POSITION IN FY 2025-26	SOURCE
Customer	A single Mumbai couture house	Company information
Production site	One licensed site: Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Byculla East, Mumbai	Factory licence; Consent to Operate
Contracted production processes	Nil	SA 8000:2014 certificate scope, Ozone Sustainability Management Systems
Outsourced production processes	Nil	SA 8000:2014 certificate scope, Ozone Sustainability Management Systems
Supply chain security	ISO 28000:2022, certified by UK Certification & Inspection Limited	Certificate

Table 24.1 continues on the next page

Table 24.1, continued

ITEM	POSITION IN FY 2025-26	SOURCE
Materials worked	Textiles, embroidery threads, zari metallic threads, sequins, beads and embellishments	Product End of Life Policy SZA-COMP-06, clause 2
Procurement policy	Sustainable Procurement Policy SZA-COMP-15, issued 23 January 2025, with seven quantified targets and seven dated commitments	Policy, clause 4
Supplier instruments the policies name	Supplier Code of Conduct; Supplier Code of Environmental Conduct	Sustainable Procurement, Labour and Human Rights, and Environment policies
Electronic waste route	16 articles to an authorised recycler on 26 December 2025	E-waste manifest MFS00/25/512

Security certification

Our supply chain security management system is certified to ISO 28000:2022 by UK Certification & Inspection Limited. Its scope runs from designing and CAD digitizing through hand embroidery and inspection to packing and dispatching, the stages at which the customer's designs and our finished panels pass through our hands. The certification was in progress in FY 2024-25, and our FY 2024-25 report set October 2025 as its target date. Certificate UQ-2025101606 is dated 16 October 2025, which meets that date (Table 24.2).

24.2 Sustainable procurement commitments (GRI 308, 414)

The policy

The Sustainable Procurement Policy, SZA-COMP-15, issued on 23 January 2025, draws on ISO 20400, ISO 14001, SA 8000 and the Ten Principles of the UN Global Compact. It requires every Tier-1 and critical Tier-2 supplier to acknowledge the policy, sign the Supplier Code of Conduct, take part in ESG assessments, disclose material origins and certifications, and act on corrective plans. A supplier found non-compliant has 90 days to complete a corrective action plan before reclassification or delisting.

Supplier selection

The Business Ethics Policy gives preference to suppliers certified to SA 8000, ISO 14001 or the Global Recycled Standard. The Labour and Human Rights Policy provides for supplier reviews twice a year that draw on third-party audits such as SA 8000, SMETA and BSCI. The Sustainable Procurement Policy closes with a supplier acknowledgement page for signature. It assigns implementation to procurement, supplier relationship, quality assurance, finance and training roles, with an annual review by the internal audit committee. It provides for versions in English, Hindi and other regional languages, with visual guides for artisan and local supplier groups.

Quantified targets

Clause 4 sets seven quantified targets, each with a baseline stated in the policy and the evidence that will show progress (Table 24.3). The nearest deadlines are signature of the Supplier Code of Conduct by 100% of Tier-1 suppliers in 2026 and 75% of raw materials from certified suppliers in 2027. The training target for procurement staff and suppliers fell due in 2025 and was open at 31 March 2026.

Dated commitments

Clause 3 adds seven dated commitments, each tagged to the Sustainable Development Goals, from ILO labour standards across all suppliers by 2026 to full traceability of raw material purchases by 2030 (Table 24.4). Section 31 tracks the fourteen as 21 target lines, one for each dated level in Tables 24.3 and 24.4, the 25% interim cut in supplier-related emissions by 2030 included. For our own production the labour element is covered by SA 8000:2014 certification.

24.3 What our other policies require of suppliers

Common requirements

Six further policies extend our standards to suppliers (Table 24.5). The Child Labour Policy (SZA-COMP-10) prohibits the employment of anyone under 18 in our operations or those of our suppliers, subcontractors and partners. The Labour and Human Rights Policy makes acknowledgement of the policy a condition of engagement and requires reassessment within 90 days of an audit finding. Four policies set 2027 or FY 2027 for full supplier sign-off of the Supplier Code of Conduct or full audit coverage of Tier-1 suppliers. The Living Wage Policy also asks for at least 200 supplier staff to be trained each year on wage assessment and compliance reporting.

Table 24.2

ISO 28000 from baseline to certification

POINT IN TIME	ISO 28000 STATUS
Baseline, 2023	Not initiated
FY 2024-25	In progress
Target set for October 2025	Certified
FY 2025-26	Certified to ISO 28000:2022 by UK Certification & Inspection Limited on 16 October 2025, certificate UQ-2025101606
Target for 2030	Maintain certification

Certified scope: design and manufacture of hand-embroidered garment panels and accessories, including hand embroidery, designing, CAD digitizing, inspection, packing and dispatching.

Table 24.3

Sustainable Procurement Policy quantified targets and position at 31 March 2026

TARGET	BASELINE STATED IN THE POLICY	GOAL	DEADLINE	EVIDENCE THE POLICY NAMES	POSITION AT 31 MARCH 2026
1. Supplier ethical compliance	60% (2024)	Supplier Code of Conduct signed by 100% of Tier-1 and 70% of Tier-2 suppliers	2026 (Tier-1); 2028 (Tier-2)	Acknowledgement records, signed compliance forms, audit verification logs	Open
2. Comprehensive ESG audits	25% (2023)	Full sustainability audits for 90% of strategic suppliers	2028	Third-party ESG audit reports, supplier scorecards, action plans	Open
3. Sustainable material sourcing	30% (2023)	75% of raw materials from certified suppliers (GRS, FSC, OEKO-TEX or Fairtrade), then 100%	2027; 2030	Certification databases, supplier declarations, traceability reports	Open
4. Capacity building and training	35% (2023)	100% of procurement staff and 80% of suppliers trained	2025	Training completion reports, knowledge assessments, participant feedback	Open; target year passed
5. Carbon reduction	FY 2024 Scope 3 inventory	Supplier-related emissions (Scope 3 categories 1 and 4) cut by 50%, with 25% by 2030	2030 (interim); 2035	Annual carbon footprint analysis, life cycle assessments, third-party verification	Open
6. Low-emission logistics	15% (2024)	60% of logistics partners on hybrid, CNG or electric transport, then all	2027; 2030	Transport emission data, fuel mix reports, supplier transition roadmaps	Open
7. Waste minimisation and circular procurement	40% (2024)	90% waste diversion from procurement-related activities	2030	Waste management audit reports, material recovery metrics	Open

Source: Sustainable Procurement Policy SZA-COMP-15, clause 4, issued 23 January 2025. Baselines are printed as the policy states them; the policy provides for an annual review of each target.

Speaking up in the chain

Suppliers have the same protected routes as our employees. The Whistleblower and Vigil Mechanism Policy (SZA/WB/PL/08) covers contractors, vendors and suppliers and their employees, and the Child Labour Policy commits us to digital grievance and whistleblower mechanisms open to suppliers by 2026, with orientation sessions for every new supplier.

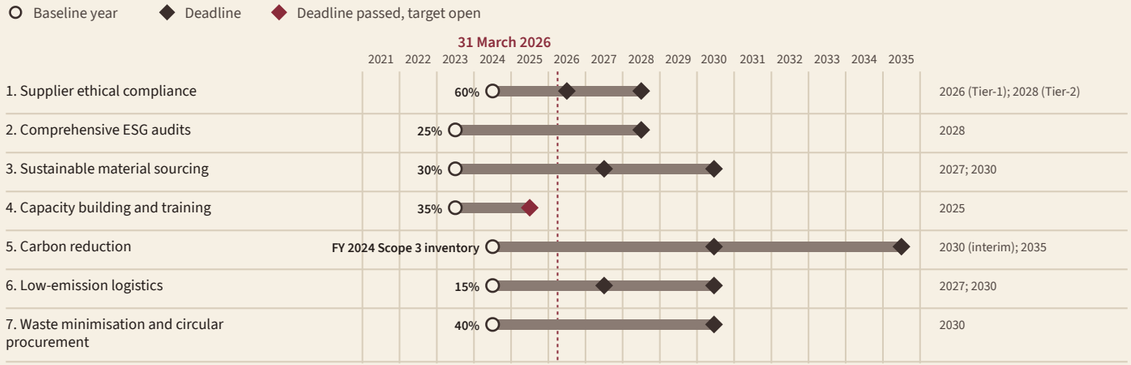
Records the policies name

The policies name the records that will show supplier performance: acknowledgement records, signed compliance forms, audit reports, supplier scorecards and training completion reports. The Sustainable Procurement Policy provides for an annual review of each target and a report of progress in our sustainability reports. Section 34 dates the supplier register that will hold these records.

Figure 70

Seven procurement targets run from 2023 and 2024 baselines to deadlines up to 2035; one deadline has passed.

Sustainable Procurement Policy targets, baseline year to deadline



Each lane runs from the baseline year the policy states, with the baseline at its left, to the deadline; the deadlines are printed at the right.

Source: Table 24.3.

Table 24.4

Sustainable Procurement Policy dated commitments

COMMITMENT	GOAL	DEADLINE	SDGS THE POLICY NAMES	POSITION AT 31 MARCH 2026
Ethical sourcing	All suppliers, subcontractors and partners uphold ILO labour standards	2026	8, 16	Open; our own production is SA 8000:2014 certified, with contracted and outsourced processes nil
Environmental stewardship	75% sustainable or recycled material sourcing; all raw materials with traceable environmental certification	2027; 2030	12, 13	Open
Supplier capacity building	Sustainability and ethical sourcing training for 100% of Tier-1 and 60% of Tier-2 suppliers	2026	8, 17	Open
Transparency and traceability	Traceability for 80% of raw material purchases, then 100%	2028; 2030	16	Open
Circular procurement	Closed-loop systems across facilities; product life cycle assessments and supplier innovation awards	2027; 2028	12	Open
Fair trade and local empowerment	Procurement from local artisans, women-led enterprises and inclusive social businesses up by 40%	2026	5, 8, 10	Open
Innovation and continuous improvement	A Sustainable Procurement Innovation Fund	2025	9, 12	Open; target year passed

Source: Sustainable Procurement Policy SZA-COMP-15, clause 3.

Table 24.5

Supplier requirements set by our other policies

POLICY	WHAT IT REQUIRES OF SUPPLIERS	DEADLINE
Business Ethics Policy SZA-COMP-06	Comply with the policy and the Supplier Code of Conduct; take part in audits, training and risk assessments; 100% sign-off and 80% audit compliance	2027
Labour and Human Rights Policy SZA-COMP-13	Acknowledge the policy before engagement; periodic social audits, with suspension pending remediation and reassessment within 90 days; 100% of suppliers signing the Supplier Code of Conduct	2027
Child Labor Policy SZA-COMP-10	No person under 18 employed in our operations or those of suppliers, subcontractors or partners; 100% of active Tier-1 and at least 80% of Tier-2 suppliers in the audit programme	2027
Living Wage Policy SZA-COMP-14	Living-wage practice and wage clauses; annual supplier wage audits; 100% audit coverage of Tier-1; 90% of suppliers aligned, then all	FY 2027; FY 2028; FY 2030
Customer Health and Safety Policy SZA-COMP-12	100% supplier certification compliance with REACH, ZDHC MRSL and OEKO-TEX	FY 2026
Environment Policy SZA-COMP-15	Comply with the Supplier Code of Environmental Conduct and keep material sourcing transparent	Standing requirement

24.4 Service providers and the authorised e-waste recycler

Authorised recycler

Our electronic waste for the year went to an authorised recycler. On 26 December 2025 we handed 16 articles to Re-waste Management, a recycler authorised by the Maharashtra Pollution Control Board, under manifest MFS00/25/512 issued under the E-Waste (Management) Rules 2016. The recycler's signatory signed the manifest on 1 January 2026, and Section 26 tells the story of that handover.

Other providers

A metal and paper vendor at Mazgaon collected our general waste, used bottles, fabric cut bits, and food and sanitary waste every month from August 2025. Enviro Analysts and Engineers Pvt. Ltd. monitored our ambient air, ambient noise and illumination, and Spectro SSA Labs Private Limited tested our drinking water; both are accredited laboratories (Table 24.6). Their results, seven laboratory reports on samples taken during the year, are benchmarked in Section 27.

Table 24.6

Service providers documented in FY 2025-26

PROVIDER	SERVICE IN FY 2025-26	RECORD	STANDING
Re-waste Management, Mumbai	Collection of electronic waste, one pickup on 26 December 2025	E-waste manifest MFS00/25/512, signed by the recycler on 1 January 2026	Recycler authorised by the Maharashtra Pollution Control Board
A metal and paper vendor at Mazgaon, Mumbai	Monthly collection of general waste, used bottles, fabric cut bits, and food and sanitary waste	Eight stamped monthly receipts, August 2025 to March 2026	Vendor stamp and telephone numbers on every receipt
Enviro Analysts & Engineers Pvt. Ltd.	Ambient air, ambient noise and illumination monitoring, 21 August and 3 November 2025	Five test reports: two air, two noise, one illumination	NABET and NABL accredited laboratory
Spectro SSA Labs Private Limited	Drinking water testing, samples of 12 August 2025 and 4 February 2026	Two test reports against IS 10500:2012	NABL accredited laboratory, part of Eurofins Scientific SE

25

Products, customers and quality

We make hand-embroidered couture panels for a single Mumbai couture house under an ISO 9001:2015 quality system, using no chemicals.

GRI 2-6, 301-3, 416 | NGRBC Principles 2 and 9



Picture 35

We make hand-embroidered couture garment panels and accessories for a single Mumbai couture house. Our karigars embroider them at the site with zari metallic thread, beads and fringes, and every panel passes checking and final inspection before it is packed and dispatched. Our SA 8000 statement for 2025 records that we use no chemicals in the manufacturing process, and the Consent to Operate places the site in the White category with no process water, boiler, generator or process emissions.

Figure 71

Four certified scopes name hand embroidery, three name each other step, and two name checking.

Certified scopes by process step, as printed on the certificates

	SA 8000:2014 Ozone Sustainability Management Systems	ISO/IEC 27001:2022 QRO	ISO 37001:2016 QRO	ISO 28000:2022 UK Certification & Inspection Limited	ISO 9001:2015 Royal Impact Certification Ltd	ISO 14001:2015 Royal Impact Certification Ltd	ISO 45001:2018 Royal Impact Certification Ltd
1 Designing		●	●	●	▮	▮	▮
2 CAD digitizing		●	●	●	▮	▮	▮
3 Hand embroidery, bead work and fringes	●	●	●	●	▮	▮	▮
4 Checking		●	●		▮	▮	▮
5 Final inspection		●	●	●	▮	▮	▮
6 Packing		●	●	●	▮	▮	▮
7 Dispatch to the customer		●	●	●	▮	▮	▮

A dot: the certificate's printed scope names the step (Table 25.2)

A bar: the certificate's scope names design, manufacturing and supply, not the steps (Table 30.2)

Standards and certifying bodies from Table 30.1.

Source: Tables 25.2, 30.1 and 30.2.

25.1 What we make (GRI 2-6)

Table 25.1

Product and process profile, FY 2025-26

ITEM	DETAIL	SOURCE
Product	Hand-embroidered couture garment panels and accessories	ISO 9001:2015, ISO/IEC 27001:2022 and SA 8000:2014 certificate scopes
Customer	A single Mumbai couture house	Company information
Techniques named in our documents	Hand embroidery, zari metallic thread work, bead work and fringes	SA 8000:2014 certificate scope; Product End of Life Policy SZA-COMP-06
Materials handled	Textiles, embroidery threads, zari metallic threads, sequins, beads and embellishments	Product End of Life Policy SZA-COMP-06, clause 2
Declared production	18,000 a month of readymade garments, hand embroidery and made ups	Consent to Operate, White category
Chemicals in manufacture	No chemicals used	SA 8000 statement for 2025
Process water, boiler, generator and process emissions	Nil: the consent declares none	Consent to Operate
Workforce making the product	495, all men	Form 27 and Form 7 record no woman employed

Declared output

The Consent to Operate records our product as readymade garments, hand embroidery and made ups. The management system certificates describe the same work at panel level, and Table 25.3 prints their scope statements side by side.

25.2 Quality management (GRI 416)

ISO 9001

Our quality management system held ISO 9001:2015 certification from Royal Impact Certification Ltd during the reporting year, for the design, manufacturing and supply of high fashion hand embroidery garments, panels and accessories. The certificate records its first and second surveillance audits as successfully conducted. Royal Impact Certification Ltd also certified our environmental and occupational health and safety management systems, to ISO 14001:2015 and ISO 45001:2018, under the same scope.

Process steps

Seven steps run from designing to dispatch, and each falls within the scope of at least two certified management systems (Table 25.2). Checking and final inspection are named in the QRO certificate scope, and inspection, packing and dispatching in the ISO 28000:2022 scope, so the release of finished work to the customer sits within certified systems. The ISO 9001:2015 certificate covers the whole cycle, from design through manufacturing to supply.

25.3 Customer health and safety (GRI 416)

The policy

The Customer Health and Safety Policy, SZA-COMP-12, issued on 23 January 2025, requires every material to meet REACH, OEKO-TEX and ZDHC MRSL requirements and prohibits heavy metals, formaldehyde, AZO dyes and phthalates. It binds employees, artisans, contractors, suppliers and agents who act for us, and it aligns with ISO 9001, ISO 14001, ISO 45001, OEKO-TEX Standard 100 and GOTS. It sets nine quantified targets (Table 25.4), from zero customer safety incidents each year to a Customer Product Safety Index of at least 95% by FY 2027. Our SA 8000 statement for 2025 declares every employee on the wage roll trained in safety, environment and product, which meets the policy's training target.

Safety at each stage

The policy sets requirements at five stages. It requires designers to verify the chemical composition of materials before production and procurement contracts to carry clauses on chemical restrictions. Each product batch must pass quality and safety verification before shipment, packaging must carry care and safety information to BIS and EU labelling standards, and post-sale support must offer a rapid-response channel for safety feedback and recalls. The measurement plan combines weekly inspections of product lines, raw materials and facilities, an annual review of external certifications and quarterly scoring of suppliers.

Table 25.2

Process steps and the certified scopes that name them

ORDER	STEP	CERTIFIED SCOPES THAT NAME THE STEP
1	Designing	ISO/IEC 27001:2022 and ISO 37001:2016 (QRO); ISO 28000:2022
2	CAD digitizing	ISO/IEC 27001:2022 and ISO 37001:2016 (QRO); ISO 28000:2022
3	Hand embroidery, bead work and fringes	SA 8000:2014; ISO/IEC 27001:2022 and ISO 37001:2016; ISO 28000:2022
4	Checking	ISO/IEC 27001:2022 and ISO 37001:2016 (QRO)
5	Final inspection	ISO/IEC 27001:2022 and ISO 37001:2016 (QRO); ISO 28000:2022
6	Packing	ISO/IEC 27001:2022 and ISO 37001:2016 (QRO); ISO 28000:2022
7	Dispatch to the customer	ISO/IEC 27001:2022 and ISO 37001:2016 (QRO); ISO 28000:2022

The ISO 9001:2015 certificate covers the whole cycle as design, manufacturing and supply. Step names are as printed in the certificate scopes.

Table 25.3

Scope statements on the certificates that cover our product

STANDARD	CERTIFYING BODY	SCOPE AS PRINTED ON THE CERTIFICATE
ISO 9001:2015 quality management	Royal Impact Certification Ltd	Design, manufacturing and supply of high fashion hand embroidery garments, panels and accessories
ISO/IEC 27001:2022 and ISO 37001:2016	QRO	Design and manufacture of high fashion hand embroidered garment panel and accessories with the process of hand embroidery, designing, CAD digitizing, checking, final inspection, packing and dispatch
ISO 28000:2022 supply chain security	UK Certification & Inspection Limited	Design and manufacture of hand embroidered garment panel and accessories including hand embroidery, designing, CAD digitizing, inspection, packing and dispatching
SA 8000:2014 social accountability	Ozone Sustainability Management Systems	Manufacture of hi-fashion hand embroidered garment panels and accessories with the process of hand embroidery, bead work, fringes; contracted and outsourced processes nil

Scope statements as printed on each certificate.

Table 25.4

Customer Health and Safety Policy targets and position at 31 March 2026

TARGET	DEADLINE	BASELINE STATED IN THE POLICY	MEASURE THE POLICY NAMES	POSITION AT 31 MARCH 2026
Zero customer safety incidents	Every year	None stated in the policy	Incident tracking dashboard; third-party audit verification	Open
85% use of certified eco-friendly and non-toxic materials	FY 2026	62% (FY 2023)	Supplier audits and material certification records	Open
Zero product recall incidents	FY 2025	None stated in the policy	Pre-market testing, traceability tagging, risk management	Open; target year passed
Defective product ratio down 10% each quarter	Quarterly	2.5% a quarter (FY 2024)	Quality assurance processes and continuous improvement	Open
100% supplier compliance with REACH, ZDHC MRSL and OEKO-TEX	FY 2026	None stated in the policy	Supplier Scorecard Report, updated quarterly	Open

Table 25.4 continues on the next page

Table 25.4, continued

TARGET	DEADLINE	BASELINE STATED IN THE POLICY	MEASURE THE POLICY NAMES	POSITION AT 31 MARCH 2026
100% digital traceability of raw materials and dyes	FY 2027	None stated in the policy	Tagging and ERP integration	Open
Safety and compliance training for 100% of staff	FY 2025	None stated in the policy	Onboarding, refresher and certification records	Met: 100% of employees trained, as the company declares in its SA 8000 statement for 2025
Customer complaint resolution cut from 72 to 24 hours	FY 2026	72 hours	Automation and cross-functional communication	Open
Customer Product Safety Index of at least 95%	FY 2027	None stated in the policy	Annual index of compliance, quality and customer satisfaction	Open

Source: Customer Health and Safety Policy SZA-COMP-12, clause 4, issued 23 January 2025. Training position: SA 8000 statement for 2025.

Complaints

The policy's complaint target is resolution within 24 hours by FY 2026, against a baseline of 72 hours, and it names an incident tracking dashboard as the measure for its complaint, recall and incident targets. Because we supply one customer, complaints about our work come from the couture house itself. The policy assigns their handling to a customer service head and provides for a round-the-clock incident response system linked to customer records.

25.4 Product end of life (GRI 301-3, 306-2)

The policy in force

The Product End of Life Policy in force during FY 2025-26 is SZA-COMP-06, issued on 23 January 2025. It commits us to take-back, recycling, upcycling, donation of surplus fabric and thread to craft training centres and cooperatives, and design for disassembly. An earlier version, SZA-HR-13, dated 15 January 2024, set the recovery and recycling targets for Q4 2023; the current version sets them for 2026 and adds three targets to 2032 (Table 25.5). Both versions treat zari and other metallic embellishments as recoverable material, to be reused in new embroidery or passed to certified recyclers, and the current version adds QR-coded labels, repair guidance and return incentives for customers.

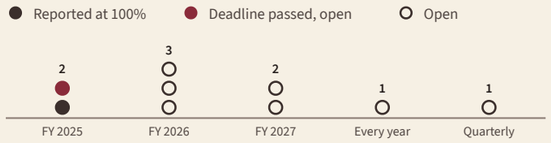


Figure 72

Two of nine customer health and safety targets fell due in FY 2025; one reported at 100%, one open.

Customer Health and Safety Policy targets by deadline, at 31 March 2026

One dot a target, stacked under its deadline as the policy states it.

Source: Table 25.4.

Our own flows

Our panels leave the site for the couture house's garments, so the end-of-life flows we manage directly are those of our own operations. During FY 2025-26 electronic waste went to an authorised recycler, fabric cut bits went with the monthly vendor collection at 26.0 kg over eight months, and hazardous waste under the Hazardous Waste Rules 2016 was 0 MT (Table 25.6). Our general waste leaves the site in four collected streams, each entered on the vendor's stamped monthly receipt, and electronic waste travels separately under a manifest.

Table 25.5

Product end-of-life targets in the two policy versions

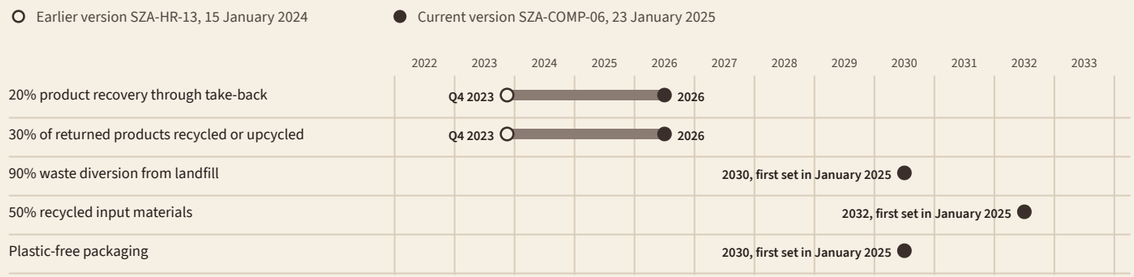
TARGET	EARLIER VERSION SZA-HR-13, 15 JANUARY 2024	CURRENT VERSION SZA-COMP-06, 23 JANUARY 2025	MEASURE IN THE CURRENT VERSION
20% product recovery through take-back	Q4 2023	2026	Products reclaimed against annual sales volume (GRI 301-3)
30% of returned products recycled or upcycled	Q4 2023	2026	Share of recovered materials recycled or upcycled (GRI 306-2)
90% waste diversion from landfill	First set in January 2025	2030	Waste diverted against total waste generated
50% recycled input materials	First set in January 2025	2032	Recycled content in new work (GRI 301-2)
Plastic-free packaging	First set in January 2025	2030	Single-use plastics eliminated from packaging
Responsible management of all materials, including hazardous components	Standing (SDG target 12.4)	Standing (SDG targets 12.3 to 12.5)	Compliance with local environmental regulations

The January 2025 policy is the version in force during FY 2025-26; it resets the two 2023 dates to 2026.

Figure 73

The current policy moved two take-back targets from Q4 2023 to 2026 and added three due by 2032.

Product End of Life Policy deadlines, earlier and current versions



Source: Table 25.5.

Table 25.6

End-of-life and product-safety facts, FY 2025-26

MEASURE	FY 2025-26	RECORD
Chemicals used in manufacture	No chemicals used	SA 8000 statement for 2025
Hazardous waste under the Hazardous Waste Rules 2016	0 MT	Consent to Operate declares none
Electronic waste handed to an authorised recycler	16 articles, 26 December 2025	E-waste manifest MFS00/25/512
Fabric cut bits collected by the vendor, August 2025 to March 2026	26.0 kg	Eight stamped monthly receipts
Non-hazardous waste on stamped receipts, August 2025 to March 2026	0.082 MT	Waste disposal record
Collected waste streams	4	Waste disposal record

26

Community, culture and three stories

A certifying surgeon found all 307 persons examined in January 2026 fit, and three POSH awareness programmes ran during the year.

GRI 202, 403-3, 406, 413 | NGRBC Principles 3, 5 and 8



Picture 36

Our first community is our own workforce: 495 people, all of them men, working at one licensed site in Byculla East, Mumbai. This section describes the craft they practise, how they are paid and how the site marks its year.

26.1 The craft and the people who practise it (GRI 202, 413)

The craft

Our karigars embroider couture panels by hand with zari metallic thread, sequins, beads and fringes. The Form 7 health register records hand embroidery as the occupation of the karigars examined in January 2026, and our training rosters identify karigars by the same worker numbers. Four karigars sit on the health and safety committee that met on 15 January 2026, and karigars make up the whole roster of the soft-skills session described below.

Livelihoods

Every job we provide is at the site. Our SA 8000 statement for 2025 records wages paid by the 7th of every month with no fines deducted, and it declares all employees covered under the ESI Act and the EPF Act (Table 26.1). The statement declares that 100% of workers were paid at or above the statutory minimum wage, and the average annual wage is INR 305,000.

Drinking water

The same statement records clean drinking water provided and tested for potability once every six months, and the tests of 12 August 2025 and 4 February 2026 follow that cadence. The February sample, from a dispenser, detected total coliform, and Section 17 reports our response.

Community engagement

Our engagement with local authorities during the year included an SA 8000 communication to the Divisional Fire Officer at Byculla, received on 5 January 2026, setting out our social accountability policy and complaint procedures.

26.2 Culture and observances

Festivals

Our SA 8000 statement for 2025 lists two observances the site shares: an evening fast break held together for Eid Milad Un Nabi, and sweets distributed at Ramadan Eid (Table 26.2).

Learning for life

Sixty karigars attended a 30-minute soft-skills session on 8 January 2026, and its printed syllabus covers household budgeting, saving and opening a bank account alongside health, leadership and communication (Table 26.3). The trainer evaluated each attendee on the session sheet and marked every one Good.

Examined, all fit
307
Form 7 health register, serials 1 to 307

POSH programmes, calendar 2025
4
17 January, 17 April, 30 July, 10 October 2025

Internal Committee members
9
Including one external member

Soft skills attendees
60
Karigars, 8 January 2026

Figure 74

Three stories from our registers: 307 examined and fit, 16 e-waste articles handed over, three POSH programmes.

Situation, action and result, FY 2025-26

Health examinations
307
persons examined

Situation	The statutory health register: Form 7, Rule 18(7) of the Maharashtra Factories Rules
Action	The certifying surgeon examined each person, 20 and 28 January 2026
Result	Certified fit: 307; suspended as unfit: 0; 62.0% of the workforce

E-waste handover
16
articles to an authorised recycler

Situation	Hazardous waste on the consent: 0 MT
Action	Handed over on 26 December 2025 under manifest MFS00/25/512
Result	Computers and laptops: 2; TVs, mobiles and LCD units: 1; Needles: 13; signed for by the recycler on 1 January 2026

POSH awareness
3
awareness programmes in FY 2025-26

Situation	An Internal Committee of 9, including 1 external member, kept for an all-male workforce
Action	Programmes on 17 April 2025, covering 96 employees; 30 July 2025, covering 128 employees; 10 October 2025, covering 130 employees
Result	Complaints received in calendar 2025: nil

Each story told from its register (Tables 18.5, 18.7, 26.4, 26.5, 26.6 and 26.7).

Source: Tables 18.5, 18.7, 26.4, 26.5, 26.6 and 26.7.

Table 26.1

Livelihoods at our site, FY 2025-26

MEASURE	FY 2025-26	NOTE
Place of work	One licensed site in Byculla East, Mumbai	Factory licence; Consent to Operate
Workforce	495, all men	Form 27 and Form 7 record no woman employed
Average annual wage	INR 305,000	All employees at the licensed site
Paid at or above the statutory minimum wage	100%	SA 8000 statement for 2025
Wage day	By the 7th of every month	SA 8000 statement for 2025
Fines deducted from wages	No fines deducted	SA 8000 statement for 2025
Social security	All employees covered under the ESI Act and the EPF Act, as the company declares	SA 8000 statement for 2025
Facilities and benefits listed	Canteen area, drinking water, medical and health check-up, suggestion box, biometric attendance, notice board	SA 8000 statement for 2025

Table 26.2

Festivals and observances at the site

OCCASION	DATE	HOW THE SITE MARKS IT	RECORD
Eid Milad Un Nabi	Listed for calendar 2025	Evening fast break together	SA 8000 statement for 2025, benefits list
Ramadan Eid	Listed for calendar 2025	Sweets distributed	SA 8000 statement for 2025, benefits list

Table 26.3

Contents of the soft-skills session of 8 January 2026

THEME	TOPICS ON THE SESSION SHEET
Finance	Household income and expenses; why saving matters; saving for short and long-term goals; making a savings plan; opening a bank account
Health	Work-life balance; a healthy lifestyle; cheap, fast and nutritious meals; preventing headaches, back pain, stomach problems, tuberculosis and jaundice
Leadership	Solving problems; communication and persuasion; good relationships with supervisors; being a leader
Communication	Qualities of good communicators; politeness, respect, not blaming, an incremental approach, solutions that work for everyone, integrity, taking and following instructions

Session of 8 January 2026, 2.30 pm to 3.00 pm, 30 minutes, 60 karigars on the roster, each evaluated Good by the trainer.

26.3 Story one: the January 2026 health examinations (GRI 403-3)

The situation

The Form 7 health register is the statutory record of workers' fitness under Rule 18(7) of the Maharashtra Factories Rules, and our SA 8000 statement for 2025 lists the medical and health check-up among the benefits we provide.

What we did

On 20 and 28 January 2026 a certifying surgeon appointed under the Factories Act 1948 examined 307 persons at the site and opened a register for 20 January 2026 to 20 January 2027. Each entry records the worker's number, name, age, sex, occupation, examination date and result, and the register carries the certifying surgeon's stamp and signature.

The result

All 307 were certified fit and no one was suspended (Table 26.4). Every entry records a man, the lowest recorded age is 20, and no occupational disease is entered. The examinations covered 62.0% of the workforce.

26.4 Story two: the e-waste handover (GRI 306-2)

The situation

Our Consent to Operate declares that the site generates no hazardous waste under the Hazardous Waste Rules 2016. Electronic items and needles recorded as scrap still need a lawful route out of the site, and the E-Waste (Management) Rules 2016 direct them to an authorised recycler or collection centre.

What we did

On 26 December 2025 we handed 16 articles to Re-waste Management, a recycler authorised by the Maharashtra Pollution Control Board, which collected them from the site by vehicle under manifest MFS00/25/512. The manifest names the generator as Suhana Zari Arts LLP at Units 1A, 1B, 1C and 2/7, the units on our factory licence. The manifest declares the articles handed over for environmentally sound management, and the recycler's signatory signed it on 1 January 2026.

The result

Two computers or laptops, one consumer electronics unit and 13 needles recorded as scrap left the site through an authorised channel (Table 26.5). Hazardous waste under the Hazardous Waste Rules 2016 stayed at 0 MT for the year.

26.5 Story three: the POSH awareness programmes (GRI 406)

The situation

Every worker at our site is a man. We keep an Internal Committee under the POSH Act 2013 regardless, as the Act requires of every workplace with ten or more employees, alongside our Anti-Discrimination Policy, SZA-COMP-11.

Table 26.4

The January 2026 health examinations in figures

MEASURE	VALUE	RECORD
Examination dates	20 and 28 January 2026	Form 7 health register
Persons examined	307	Form 7 health register, serials 1 to 307
Certified fit	307	Form 7 health register
Suspended as unfit	0	Form 7 health register
Sex recorded	Male on every entry	Form 7 health register
Lowest recorded age	20	Form 7 health register
Occupational disease entered	No occupational disease entered	Form 7 health register
Share of the workforce examined	62.0%	Form 7 health register; whole workforce at the licensed site
Register period	20 January 2026 to 20 January 2027	Form 7, Rule 18(7) of the Maharashtra Factories Rules

Table 26.5

Electronic waste handed to the authorised recycler, 26 December 2025

CATEGORY ON THE MANIFEST	DESCRIPTION	QUANTITY	CONDITION
IT equipment	Computers and laptops	2	Good
Peripherals	Printers and scanners	Nil	Not applicable: none handed over
Consumer electronics	TVs, mobiles and LCD units	1	Good
Others	Needles	13	Scrap
Total handed over	E-Waste (Management) Rules 2016	16	Signed for by the recycler on 1 January 2026

Manifest MFS00/25/512; pickup 26 December 2025 by vehicle, to an MPCB-authorised recycler in Mumbai.

What we did

The committee of nine members, one of them external, met four times in calendar 2025 and ran an awareness programme at each meeting, three of them during FY 2025-26: on 17 April, 30 July and 10 October 2025 (Table 26.6). The committee trains quarterly, and its constitution is displayed on the notice board, in the canteen and at security.

The result

The three programmes held during the year covered 96, 128 and 130 employees in turn. The committee's annual report, dated 2 January 2026 and filed with the District Officer, returns nil complaints and nil cases pending beyond 90 days (Table 26.7).

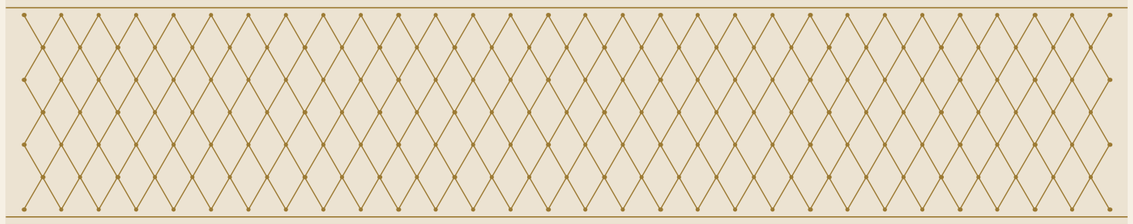


Table 26.6

POSH awareness programmes and committee meetings, calendar 2025

PROGRAMME	DATE	EMPLOYEES COVERED	REPORTING YEAR	COMMITTEE MEETING HELD THE SAME DAY
1	17 January 2025	140	FY 2024-25	Meeting one
2	17 April 2025	96	FY 2025-26	Meeting two
3	30 July 2025	128	FY 2025-26	Meeting three
4	10 October 2025	130	FY 2025-26	Meeting four
Programmes 2 to 4	April to October 2025	96, 128 and 130	FY 2025-26	Three meetings

Source: POSH Internal Committee annual report for calendar 2025. Programmes 2 to 4 fall in FY 2025-26; each figure is the attendance at that programme.

Table 26.7

Internal Committee annual report, calendar 2025

ITEM	ENTRY FOR CALENDAR 2025
Complaints received	Nil
Cases disposed of	Not applicable: no complaint received
Cases pending more than 90 days at 31 December 2025	Nil
Committee members	9, including 1 external member
Committee training	Quarterly
POSH policy	Displayed on the notice board
Committee constitution	Displayed on the notice board, in the canteen and at security
Report filed with	The District Officer, Mumbai City, dated 2 January 2026

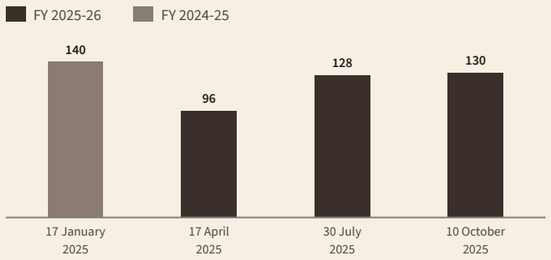


Figure 75

The POSH Internal Committee held three awareness programmes in FY 2025-26, covering 96, 128 and 130 employees.

Employees covered at each POSH awareness programme, January to October 2025

Employees covered at each POSH awareness programme, held with the Internal Committee meeting of the same day; the earliest falls in FY 2024-25.

Source: Table 26.6.

The statement declares that 100% of workers were paid at or above the statutory minimum wage, and the average annual wage is INR 305,000.

27

Benchmarking our performance

Of our 13 benchmarks, nine were met in FY 2025-26; water withdrawal, total coliform and committee meetings were not.

GRI 2-27, 202-1, 305-2, 305-7, 403 | NGRBC Principles 3 and 6



Picture 37

We benchmark the site against the thresholds that regulate it and the published reference points that apply to it, and against our own results for FY 2024-25 where the two years compare. Every reference is a document: a national standard, a statutory rule, our Consent to Operate, the Maharashtra minimum wage notification or the Central Electricity Authority's grid factor. Table 27.1 brings them together, with our value, the reference value and our position.

27.1 The benchmarking matrix (GRI 2-27)

Table 27.1

Benchmarking matrix, FY 2025-26

AREA	OUR FY 2025-26 VALUE	REFERENCE VALUE	REFERENCE	POSITION
Ambient air, four parameters, two rounds	8 readings; highest 39.97 µg/m³ (PM10)	PM10 100, PM2.5 60, SO_2 80, NO_2 80 µg/m³	NAAQS 2009, Central Pollution Control Board	Met: all 8 below limit; PM2.5 the highest share of its limit, at 43.7%
Ambient noise, day, industrial area	62.5 and 53.1 dB(A) Leq	75 dB(A) Leq	Noise Pollution (Regulation and Control) Rules 2000, as applied on the laboratory reports	Met: 12.5 and 21.9 dB(A) below
Ambient noise, day, commercial area	62.5 and 53.1 dB(A) Leq	65 dB(A) Leq	Noise Pollution (Regulation and Control) Rules 2000	Met: 2.5 and 11.9 dB(A) below
Illumination near the working area	382.2 lux	300 to 500 lux	IS 3646 (Part 1) 1992	Met: within the band
Drinking water, pH	6.95 and 6.56	6.5 to 8.5	IS 10500:2012	Met: within the range in both samples
Drinking water, total coliform	Not detected (12 August 2025); detected (4 February 2026)	Shall not be detectable	IS 10500:2012	Not met: detected in the February 2026 dispenser sample; met in August 2025

Table 27.1 continues on the next page

Table 27.1, continued

AREA	OUR FY 2025-26 VALUE	REFERENCE VALUE	REFERENCE	POSITION
Average annual wage	INR 305,000	INR 201,684 a year (INR 16,807 a month)	Maharashtra minimum wage notification, Schedule 47 Readymade Garments, skilled, Zone I, January to June 2026	Met: 51.2% above
Minimum wage compliance	100% paid at or above the minimum	100%	Minimum Wages Act 1948	Met
Grid emission factor applied to Scope 2	0.710 tCO_2e per MWh	0.710 tCO_2e per MWh	CEA CO_2 Baseline Database, version 21.0, weighted average	Met: the factor applied is the CEA value
Hazardous waste	0 MT	None generated	Consent to Operate, White category	Met: none generated
Domestic water withdrawal against the Consent to Operate	10,063 litres a day	7,500 litres a day	Consent to Operate, 17 December 2025	Not met: 134.2% of the consented quantity
Drinking water, residual free chlorine	Below 0.05 mg/l in both samples	0.2 mg/l minimum when chlorinated	IS 10500:2012	Not applicable: the minimum applies to chlorinated water only, and the laboratory gave no verdict
Health and safety committee meetings	1 meeting, 15 January 2026	At least once a quarter	Rule 73-J, Maharashtra Factories Rules 1963	Not met: one meeting in the year

Of the 13 references, 9 are met, 3 are not and 1 does not apply. Air and noise readings are ambient eight-hour samples, not work-zone exposure measurements. Boundary: the licensed site in Byculla East.

Position

Of the 13 references in the matrix, 9 are met, 3 are not and 1 does not apply. Municipal water withdrawal of 3,673 KL was 134.2% of the 2,737.5 KL a year the Consent to Operate permits. The August 2025 drinking water sample met all 12 parameters the laboratory assessed. Residual free chlorine carries no verdict in either sample, as the 0.2 mg/l minimum of IS 10500:2012 applies to chlorinated water only. The dispenser sample of 4 February 2026 detected total coliform bacteria, which the standard does not permit. The health and safety committee met once in FY 2025-26, against the meeting a quarter that Rule 73-J of the Maharashtra Factories Rules requires, and Sections 17 and 20 set out our response to each miss.

27.2 Ambient air against NAAQS 2009 (GRI 305-7)

Two rounds

Enviro Analysts and Engineers Pvt. Ltd. sampled ambient air for eight hours near the working area on 21 August 2025 and near the main gate on 3 November 2025. All eight readings sit below the limits of the National Ambient Air Quality Standards 2009 (Table 27.2). The highest reading was PM10 at 39.97 µg/m³, and the highest share of its limit was PM2.5 at 26.21 µg/m³, 43.7% of its 60 µg/m³ limit. Sulphur dioxide read no more than 9.3% of its limit in either round. The NAAQS limits for these four pollutants are 24-hour values, and the laboratory compared its eight-hour samples with them, as each report prints.

27.3 Noise, light and drinking water (GRI 403)

Noise

Ambient noise read 62.5 dB(A) Leq near the working area in August 2025 and 53.1 dB(A) Leq near the main gate in November 2025. The two readings sit 12.5 and 21.9 dB(A) below the 75 dB(A) day-time limit for industrial areas under the Noise Pollution (Regulation and Control) Rules 2000, the limit the laboratory applied. Both are also below the 65 dB(A) day-time limit for commercial areas under the same Rules.

Light

Illumination near the working area read 382.2 lux on 21 August 2025, within the 300 to 500 lux band the laboratory applied under IS 3646 (Part 1) 1992.

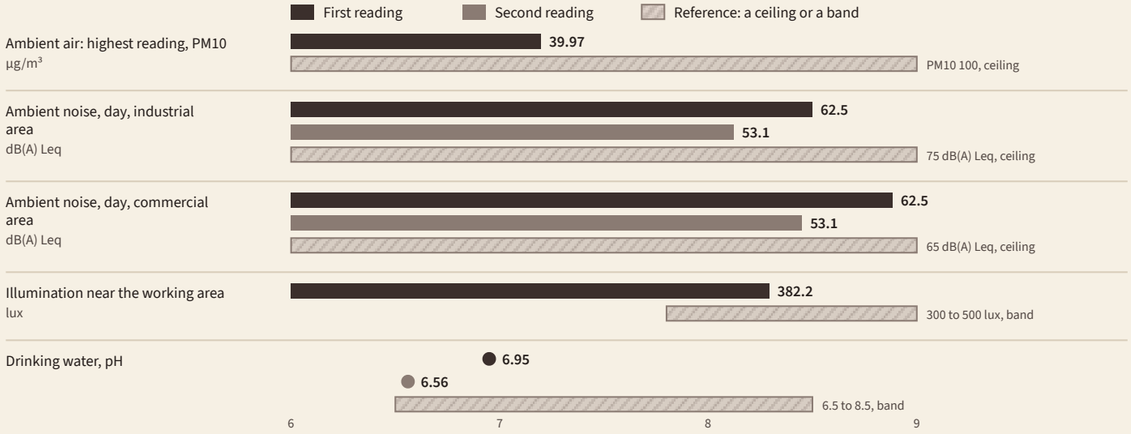
Drinking water

The pH of our drinking water read 6.95 in August 2025 and 6.56 in February 2026, both within the 6.5 to 8.5 range of IS 10500: 2012.

Figure 76

Noise, illumination and drinking water pH sat within their references at every reading of the year.

FY 2025-26 results against their references, each on its own scale



Each row runs on its own scale. Total coliform, stated in words: not met: detected in the February 2026 dispenser sample; met in August 2025.

Source: Table 27.1.

Table 27.2

Ambient air readings against NAAQS 2009 limits

PARAMETER	NAAQS LIMIT, µG/M³	21 AUGUST 2025, NEAR WORKING AREA	SHARE OF LIMIT	3 NOVEMBER 2025, NEAR MAIN GATE	SHARE OF LIMIT
PM10	100	39.97	40.0%	37.91	37.9%
PM2.5	60	24.97	41.6%	26.21	43.7%
Sulphur dioxide (SO_2)	80	7.14	8.9%	7.41	9.3%
Nitrogen dioxide (NO_2)	80	11.28	14.1%	11.40	14.3%

Reports EAEPL/A/08/25/01799 and EAEPL/A/11/25/02319, Enviro Analysts and Engineers Pvt. Ltd.; readings in µg/m³.

27.4 Wages against the minimum wage notification (GRI 202-1)

The reference

The Maharashtra minimum wage notification of 4 February 2026, for 1 January to 30 June 2026, sets rates for Schedule 47, Readymade Garments, the scheduled employment that matches the product on our Consent to Operate. Its Zone I skilled rate is INR 16,807 a month, the highest of its three zones for this schedule (Table 27.3).

Position

Our average annual wage of INR 305,000 is 51.2% above the skilled Zone I minimum of INR 201,684 a year. It is 54.1% above the INR 16,490 a month our SA 8000 statement gives as the minimum payable in calendar 2025. It is 16.3% above the Living Wage Policy floor for FY 2027, the skilled Zone I minimum plus 30%, or INR 262,189 a year, the one basis on which this report tests that floor. The policy applies the floor to each employee, and an average cannot show that each one clears it; the salaries register by grade will give each employee's position from FY 2026-27 (Section 34). Our SA 8000 statement also declares that 100% of workers were paid at or above the statutory minimum.

Table 27.3

Average annual wage against the Maharashtra minimum wage notification

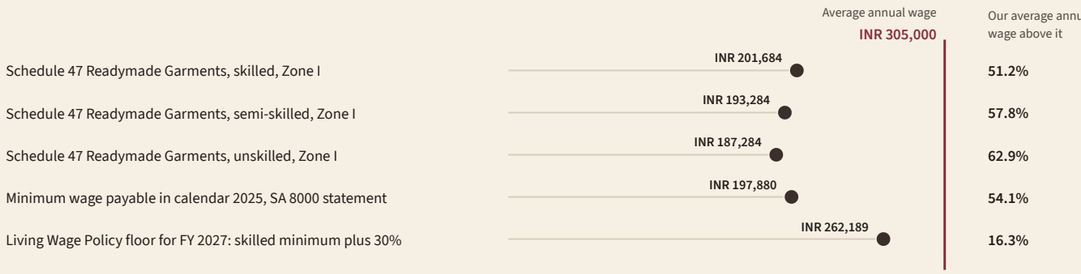
REFERENCE	MONTHLY RATE	ANNUAL EQUIVALENT	OUR AVERAGE ANNUAL WAGE ABOVE IT
Schedule 47 Readymade Garments, skilled, Zone I	INR 16,807 (basic 8,600 plus special allowance 8,207)	INR 201,684	51.2%
Schedule 47 Readymade Garments, semi-skilled, Zone I	INR 16,107 (basic 7,900 plus special allowance 8,207)	INR 193,284	57.8%
Schedule 47 Readymade Garments, unskilled, Zone I	INR 15,607 (basic 7,400 plus special allowance 8,207)	INR 187,284	62.9%
Minimum wage payable in calendar 2025, SA 8000 statement	INR 16,490	INR 197,880	54.1%
Living Wage Policy floor for FY 2027: skilled minimum plus 30%	INR 21,849	INR 262,189	16.3%

Our average annual wage: INR 305,000. Notification of the Labour Commissioner, Maharashtra, dated 4 February 2026, for 1 January to 30 June 2026; Zone I carries the highest rates of its three zones.

Figure 77

The average annual wage of INR 305,000 clears every notified rate and the FY 2027 policy floor.

INR a year: the notified rates and the policy floor against our average wage



Annual equivalents of each monthly rate, from INR 0 at the left.

Source: Tables 27.3 and 27.1.

27.5 Grid emission factor (GRI 305-2)

The factor

Our location-based Scope 2 factor is 0.710 tCO_2e per MWh, the weighted average factor for the Indian grid in the Central Electricity Authority's CO_2 Baseline Database, version 21.0. Grid electricity across the two BEST accounts serving the licensed units was 202.52 MWh, and Scope 2 emissions were 143.79 tCO_2e. No renewable energy certificate is held, so the market-based figure is the same.

27.6 FY 2025-26 against FY 2024-25

Year on year

Table 27.4 sets FY 2025-26 beside FY 2024-25 where the two years compare. Both ambient air rounds read lower than the December 2024 round on all four parameters, in single eight-hour samples taken in different seasons, and noise stayed below the 75 dB(A) limit in both years. Hazardous waste, high-consequence work-related injuries and the share of women read the same in both years, and ISO 28000 moved from in progress to certified.

Energy and training

Grid electricity and Scope 2 compare on the restated series that Section 36 sets out.

Training hours per employee are marked n/c, as the FY 2025-26 hours cover the three signed rosters of the year.

Table 27.4

FY 2025-26 against FY 2024-25

MEASURE	FY 2024-25	FY 2025-26	POSITION
Ambient PM10, µg/m³	53.01 (December 2024)	39.97 and 37.91	Lower in both rounds
Ambient PM2.5, µg/m³	32.22 (December 2024)	24.97 and 26.21	Lower in both rounds
Ambient SO_2, µg/m³	11.45 (December 2024)	7.14 and 7.41	Lower in both rounds
Ambient NO_2, µg/m³	14.99 (December 2024)	11.28 and 11.40	Lower in both rounds
Ambient noise	Held below 75 dB(A)	62.5 and 53.1 dB(A) Leq	Below the same limit
Hazardous waste, MT	0	0	Unchanged
High-consequence work-related injuries	0	0	Unchanged
Women in the workforce	0%	0%	Unchanged
ISO 28000 supply chain security	In progress	Certified	Certified
Grid electricity, MWh	198.53	202.52	Higher
Scope 2 emissions, tCO_2e	140.56	143.79	Higher
Training hours per employee	n/c	1.6	n/c

n/c: not comparable year on year. FY 2024-25 air readings: Enviro Analysts and Engineers Pvt. Ltd., December 2024.

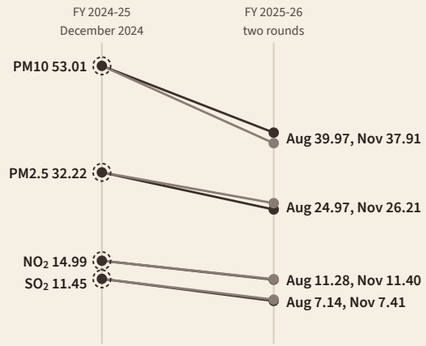


Figure 78

All four ambient air parameters read lower in both 2025 rounds than in December 2024.

µg/m³: December 2024 against the two FY 2025-26 rounds

µg/m³ on one scale from zero.

Source: Tables 27.4 and 27.2.

28

Sustainable Development Goals

We map nine Sustainable Development Goals to FY 2025-26 records, including 100% statutory minimum wage compliance in 2025.

SDGs 3, 4, 5, 6, 7, 8, 12, 13, 16 | NGRBC Principles 1 to 9



Picture 38

We map our practice to nine of the seventeen Sustainable Development Goals: 3, 4, 5, 6, 7, 8, 12, 13 and 16. We map a goal only where a register, certificate, bill or laboratory report from FY 2025-26 shows the practice behind it. Table 28.1 gives each goal with the target it serves and the record that supports it.

28.1 How we chose the goals

Evidence before alignment

Six of our policies name thirteen goals between them, from SDG 4 in the Sustainable Procurement Policy to SDGs 14 and 15 in the Environment Policy. We tested each goal against the site's own records for the year. Eight of the thirteen pass that test, and we add SDG 3 because the health register and the laboratory reports evidence it directly.



Picture 39

SDGs 9, 10, 14, 15 and 17 remain aims in our policies, and we will map each one when a programme at the site produces a record. Our FY 2024-25 report aligned its three pillars with nine goals and mapped eleven in its SDG table. Table 28.3 sets the goals our policies name beside the nine this edition maps.

Figure 79

Our records evidence nine goals; five more are named only in our policies.

Sustainable Development Goals by evidence, FY 2025-26



Goal numbers and names are set as our own tiles. Each evidenced goal carries one figure from Table 28.2.

Source: Tables 28.1, 28.2 and 28.3.

Table 28.1

The Sustainable Development Goals our FY 2025-26 records evidence

GOAL	TARGET	EVIDENCED PRACTICE IN FY 2025-26	WHERE REPORTED
SDG 3 Good health and well-being	3.8, 3.9	Every employee covered under the Employees' State Insurance Act, as the company declares in its SA 8000 statement for 2025; 307 workers examined by the certifying surgeon in January 2026 and certified fit; ambient air within the National Ambient Air Quality Standards in both monitoring rounds; no chemicals used in manufacturing	Sections 17 and 20
SDG 4 Quality education	4.4	Signed training rosters for two mock drill trainings and a soft skills session; first-aid and fire-fighting training for nine employees each on 3 October 2025; the Social Accountability Training Planner for 2026 sets quarterly topics	Section 21
SDG 5 Gender equality	5.1, 5.2	Anti-Discrimination Policy SZA-COMP-11 in force; POSH Internal Committee of nine members, one of them external, with four awareness programmes and no complaint in calendar 2025; every worker a man on Form 27 for calendar 2025 and on the Form 7 register of January 2026	Sections 19 and 22
SDG 6 Clean water and sanitation	6.3, 6.4	Water drawn only from the MCGM municipal supply, for domestic use; no process, cooling or boiler water and no groundwater under the Consent to Operate; domestic effluent to the MCGM sewer; drinking water tested by an accredited laboratory in August 2025 and February 2026	Section 17
SDG 7 Affordable and clean energy	7.2, 7.3	Grid electricity compiled meter by meter from the BEST bills of the two accounts serving the licensed units; renewable share nil in FY 2025-26 against the Environment Policy target of 100% renewable electricity by 2035	Sections 16 and 31

Table 28.1 continues on the next page

Table 28.1, continued

GOAL	TARGET	EVIDENCED PRACTICE IN FY 2025-26	WHERE REPORTED
SDG 8 Decent work and economic growth	8.5, 8.7, 8.8	SA 8000:2014 certification held; every worker paid at or above the statutory minimum wage; no child, forced or bonded labour identified; nil accidents on Form 27 for calendar 2025 and on the register of accidents for March 2026	Sections 19, 20 and 22
SDG 12 Responsible consumption and production	12.4, 12.5	White category operation with no hazardous waste under the Consent to Operate; 16 articles of electronic waste handed to an MPCB-authorised recycler on 26 December 2025; four non-hazardous streams collected monthly against stamped receipts from August 2025	Section 18
SDG 13 Climate action	13.2	Scope 1, 2 and 3 inventory for FY 2025-26, with Scope 2 from the BEST bills at the Central Electricity Authority factor of 0.710 tCO_2e per MWh; no stationary combustion source under the Consent to Operate	Section 16
SDG 16 Peace, justice and strong institutions	16.5	Anti-bribery management system certified to ISO 37001:2016 and information security to ISO/IEC 27001:2022; Business Ethics Policy SZA-COMP-06, Whistleblower Policy SZA-COMP-06 and Whistleblower and Vigil Mechanism Policy SZA/WB/PL/08 in force; no complaint on the grievance and whistleblower register, August 2025 to March 2026	Section 23

Boundary: Suhana Zari Arts LLP, Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Byculla East, Mumbai; FY 2025-26 unless a calendar year is named.

28.2 Decent work and good health

SDG 8

The strongest link is to decent work. Our SA 8000 statement for 2025 records every worker paid at or above the statutory minimum wage of INR 16,490 a month, by the 7th of every month and with no fines deducted. Form 27 and our SA 8000 statement for calendar 2025 record nil accidents, as does the register of accidents for March 2026, and the Form 7 register records no worker younger than 20.

SDG 3

In January 2026 the certifying surgeon examined 307 workers and certified every one of them fit. That is 62.0% of our workforce of 495. Our SA 8000 statement for 2025 declares every employee covered under the Employees' State Insurance Act, and both ambient air rounds, on 21 August and 3 November 2025, fell within the National Ambient Air Quality Standards.

28.3 Skills and equal treatment

SDG 4

Three signed training rosters, of 16 October 2025 and 8 and 15 January 2026, record 780 person-hours, or 1.6 hours per employee. Nine employees completed first-aid training and nine completed fire-fighting training on 3 October 2025, three hours each, as the company's return records, and the 2026 training planner sets topics for every quarter.

SDG 5

The Form 27 annual return for 2025 records no female worker, and the Form 7 register records all 307 workers examined in January 2026 as men. Women made up 0% of the workforce, against the target of 20% women in artisanal roles by FY 2027 that our FY 2024-25 report set. The governance for equal treatment stands regardless. Our Anti-Discrimination Policy SZA-COMP-11 is in force, and the POSH Internal Committee of nine members, one of them external, held four awareness programmes in 2025 and received no complaint.

28.4 Water, energy and climate

SDG 6

Water reaches the site only from the MCGM municipal supply and is used for domestic purposes, and domestic effluent goes to the MCGM sewer. Withdrawal of 3,673 KL averaged 134.2% of the 7,500 litres a day the Consent to Operate permits. The dispenser sample of 4 February 2026 detected total coliform, and Section 17 sets out both results and our response.

SDGs 7 and 13

The two BEST accounts serving the licensed units supplied 202.52 MWh of grid electricity. None of it came from renewable sources, against the Environment Policy target of 100% renewable electricity by 2035. Scope 2 emissions were 143.79 tCO_2e, location-based, and the Consent to Operate declares no stationary combustion source.

28.5 Responsible production and integrity

SDG 12

The Consent to Operate records no hazardous waste under the Hazardous Waste Rules 2016. On 26 December 2025 we handed 16 articles of electronic waste to an MPCB-authorised recycler under a manifest, and four non-hazardous streams were collected every month from August 2025 against stamped receipts.

SDG 16

Our anti-bribery management system is certified to ISO 37001:2016 and our information security management system to ISO/IEC 27001:2022. The grievance and whistleblower register records no complaint from August 2025 to March 2026, and we declare no confirmed incident of corruption.

28.6 The figures behind each goal

Table 28.2 sets out the FY 2025-26 figures behind each goal.

Table 28.2

FY 2025-26 figures for each goal

GOAL	INDICATOR	FY 2025-26	NOTE
SDG 3	Employees covered under the ESI Act	100%	The company's declaration in its SA 8000 statement for 2025
SDG 3	Workers examined by the certifying surgeon	307 workers, all certified fit	Form 7 health register, 20 and 28 January 2026
SDG 3	Share of the workforce examined	62.0%	Permanent workforce; examinations of 20 and 28 January 2026
SDG 3	Ambient sulphur dioxide and nitrogen dioxide, two rounds	SO_2 7.14 and 7.41 µg/m³; NO_2 11.28 and 11.40 µg/m³; limit 80 µg/m³ each	Accredited laboratory reports, 21 August and 3 November 2025
SDG 4	Person-hours of documented training	780 person-hours	Three signed rosters, 16 October 2025 and 8 and 15 January 2026
SDG 4	Training hours per employee	1.6 hours	On the three signed rosters, per employee of the permanent workforce
SDG 4	Employees trained in first aid and in fire-fighting	9 employees each, 3 hours each	Company's return, 3 October 2025
SDG 5	Women in the workforce	0%	Form 27 for calendar 2025; Form 7 records all 307 persons examined as male
SDG 5	Harassment and discrimination complaints	0	Complaint register, 203 working days, August 2025 to March 2026; POSH annual report, 2025
SDG 6	Groundwater and rainwater used	0 KL	Consent to Operate names the MCGM supply as the only source
SDG 6	Water recycled or reused	0%	Domestic effluent goes to the MCGM sewer; no reuse installation on site
SDG 7	Grid electricity	202.52 MWh	Both BEST accounts serving the licensed units, FY 2025-26
SDG 7	Energy intensity	1.47 GJ per person	Energy within the organisation, per person of the workforce
SDG 7	Renewable share of electricity	0%	Both accounts on BEST's LT II commercial tariff; no on-site generation
SDG 8	Employees paid at or above the statutory minimum wage	100%	SA 8000 statement, 2025: minimum INR 16,490 a month, no fines deducted

Table 28.2 continues on the next page

28.7 Goals named in our policies

Policy and practice

The Sustainable Procurement Policy names the most goals, nine in all, and the Living Wage and Product End of Life policies the fewest, one goal each: SDG 8 and SDG 12. Table 28.3 sets each policy's goals beside those we map in this section, so that a reader can see where a policy aim is already matched by practice at the site.

Table 28.2, continued

GOAL	INDICATOR	FY 2025-26	NOTE
SDG 8	Average annual wage	INR 305,000	Per employee, permanent workforce
SDG 8	Child, forced or bonded labour incidents	0	Lowest age on the Form 7 register is 20; complaint register nil
SDG 8	Recordable work-related injuries	0	Form 27 for 2025; register of accidents, March 2026; company's return; first-aid cases are not recordable
SDG 12	Hazardous waste	0 MT	Consent to Operate: none under the Hazardous Waste Rules 2016
SDG 12	Non-hazardous waste on vendor receipts	0.082 MT	Eight stamped vendor receipts, August 2025 to March 2026
SDG 12	Electronic waste to an authorised recycler	16 articles	Manifest of 26 December 2025
SDG 13	Scope 1, 2 and 3 emissions	632.36 tCO_2e	All four licensed units; Scope 2 location-based
SDG 13	Scope 2, location-based	143.79 tCO_2e	CEA v21.0 grid factor, 0.710 tCO_2e per MWh
SDG 16	Confirmed corruption incidents	0	The company's declaration; complaint register nil, August 2025 to March 2026
SDG 16	Employees trained on ethics and anti-bribery	100%	The company's declaration; not on the three signed rosters
SDG 16	Whistleblower complaints	0	Grievance and whistleblower register, August 2025 to March 2026

Boundary: Suhana Zari Arts LLP, Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Byculla East, Mumbai; FY 2025-26 unless a calendar year is named.

Table 28.3

Goals named in our policies and the goals mapped in this section

POLICY	CODE	GOALS THE POLICY NAMES	OF THESE, GOALS MAPPED IN THIS SECTION
Environment Policy	SZA-COMP-15	SDGs 6, 7, 12, 13, 14 and 15	SDGs 6, 7, 12 and 13
Sustainable Procurement Policy	SZA-COMP-15	SDGs 4, 5, 8, 9, 10, 12, 13, 16 and 17	SDGs 4, 5, 8, 12, 13 and 16
Labour and Human Rights Policy	SZA-COMP-13	SDGs 8 and 16	SDGs 8 and 16
Living Wage Policy	SZA-COMP-14	SDG 8	SDG 8
Product End of Life Policy	SZA-COMP-06	SDG 12, targets 12.3, 12.4 and 12.5	SDG 12, targets 12.4 and 12.5
Whistleblower Policy	SZA-COMP-06	SDGs 8, 10 and 16	SDGs 8 and 16
All policies together	Six policies	Thirteen goals	Eight goals, plus SDG 3 from site practice

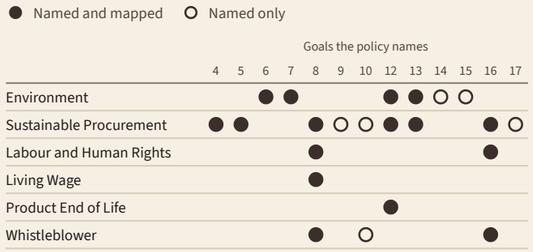


Figure 80

Six policies name thirteen goals between them, and eight of those goals are mapped to the year's evidence.

Sustainable Development Goals named in six policies, and those mapped in this report

SDG 3 is mapped from site practice rather than from a policy.

Source: Table 28.3.

29

UN Global Compact principles

We map our practice to all ten UN Global Compact principles, and our SA 8000:2014 certification was held throughout FY 2025-26.

GRI 2-23, 406, 407, 408, 409, 205 | NGRBC Principles 1, 3, 5, 6



Picture 40

We use the Ten Principles of the UN Global Compact as a frame for our practice. We are not a signatory to the Compact and claim no membership of it. Table 29.1 gives the FY 2025-26 record behind each principle, drawn from the same registers, certificates and policies as the rest of this report.

29.1 Human rights

Policy commitment

Our Labour and Human Rights Policy SZA-COMP-13 commits us to the Universal Declaration of Human Rights, the ILO core conventions, the Compact's principles and the OECD Guidelines for Multinational Enterprises. The complaint register records no complaint on any of 203 working days from August 2025 to March 2026. Our SA 8000 statement for 2025 records no charge sheet, suspension, dismissal or warning notice.

Our Grievance Procedure and Policy SZA/GRI/PL/11 is open to employees, prospective employees, agents and contractors. A grievance moves from the line manager to a formal investigation, then to appeal, and to an external mediator where all parties agree. Concerns about misconduct can also go to the Ombudsman under our Whistleblower and Vigil Mechanism Policy SZA/WB/PL/08.

No production outside the site

Principle 2 asks that we are not complicit in abuses elsewhere. Our SA 8000:2014 certificate records contracted and outsourced processes as nil, and our Sustainable Procurement Policy carries our labour standards to suppliers.

29.2 Labour

Association and representation

Our Freedom of Association and Collective Bargaining policy SZA/FOA/PL/27 provides for worker representatives chosen by free election, without interference, and no workers' union has been formed at the site. Four karigars sit on the eight-member health and safety committee, which met on 15 January 2026.

Figure 81

All ten Global Compact principles map to evidenced practice at our site; we are not a signatory.

Ten principles in four areas, with FY 2025-26 indicators

Human rights, principles 1 to 2

1 Support and respect human rights

2 No complicity in human rights abuses

FY 2025-26	
Human-rights violations reported	**0**
Grievances raised and resolved	**0** and 0

Labour, principles 3 to 6

3 Freedom of association and collective bargaining

4 Elimination of forced labour

5 Abolition of child labour

6 Elimination of discrimination in employment

FY 2025-26	
Karigar members of the health and safety committee	**4** of 8
Employees paid at or above the statutory minimum wage	**100%**

Environment, principles 7 to 9

7 Precautionary approach to the environment

8 Greater environmental responsibility

9 Environmentally friendly technologies

FY 2025-26	
Electronic waste to an authorised recycler	**16** articles
Scope 2 emissions, location-based	**143.79** tCO_2e

Anti-corruption, principle 10

10 Work against corruption

FY 2025-26	
Confirmed corruption incidents	**0**
Whistleblower complaints	**0**

Use of the principles: frame for practice; not a signatory.

Principles and practice from Table 29.1; figures from Table 29.2.

Source: Tables 29.1, 29.2 and 33.1.

Table 29.1

The Ten Principles and our evidenced practice

PRINCIPLE	EVIDENCED PRACTICE IN FY 2025-26
1. Support and respect human rights	Labour and Human Rights Policy SZA-COMP-13 in force; every worker paid at or above the statutory minimum wage; a daily complaint register with no complaint on 203 working days
2. No complicity in human rights abuses	The SA 8000:2014 certificate records contracted and outsourced processes as nil, so no production step leaves the audited site
3. Freedom of association and collective bargaining	Freedom of Association and Collective Bargaining policy SZA/FOA/PL/27: no workers' union is formed and worker representatives are chosen by free election; four karigars sit on the health and safety committee
4. Elimination of forced labour	Forced and compulsory labour is an element of our SA 8000:2014 certification; wages paid by the 7th of every month with no fines deducted (SA 8000 statement, 2025)
5. Abolition of child labour	Lowest age on the Form 7 register of January 2026 is 20; the Form 27 return for 2025 records no adolescent or child worker
6. Elimination of discrimination in employment	Anti-Discrimination Policy SZA-COMP-11 and the POSH Internal Committee in force; no harassment or discrimination complaint; Equal Remuneration Register (Form D) kept, September to December 2025
7. Precautionary approach to the environment	Environmental management system certified to ISO 14001:2015, operating under a Consent to Operate that declares no process emission, generator or hazardous waste
8. Greater environmental responsibility	Electronic waste handed to an MPCB-authorised recycler under a manifest; monthly waste collections against stamped vendor receipts; Scope 2 compiled from the site's own BEST bills
9. Environmentally friendly technologies	Manual hand embroidery at frames with no boiler, generator or process emission (Consent to Operate); an Environment Policy target of 100% renewable electricity by 2035
10. Work against corruption	Anti-bribery management system certified to ISO 37001:2016 by QRO; Business Ethics Policy SZA-COMP-06 requires gifts and hospitality to be declared in a register

Child and forced labour

The lowest age on the Form 7 register of January 2026 is 20, and the Form 27 annual return for 2025 records no adolescent or child worker. Forced and compulsory labour is one of the nine elements of our SA 8000:2014 certification, and our SA 8000 statement for 2025 records wages paid by the 7th of every month with no fines deducted.

Equal treatment

Every employee in FY 2025-26 was a man, as the Form 27 return and the Form 7 register show. Our Anti-Discrimination Policy SZA-COMP-11 and the POSH Internal Committee apply regardless of that composition. We declare training coverage on diversity, equity and inclusion of 100%.

29.3 Environment

Precaution and responsibility

Our environmental management system is certified to ISO 14001:2015 and runs under a Consent to Operate that declares no process emission, generator or hazardous waste. Electronic waste goes to an MPCB-authorised recycler under a manifest, and 16 articles left the site that way on 26 December 2025.

An accredited laboratory sampled ambient air near the working area on 21 August 2025 and near the main gate on 3 November 2025. Sulphur dioxide read 7.14 and 7.41 µg/m³ and nitrogen dioxide 11.28 and 11.40 µg/m³, each against a limit of 80 µg/m³.

Cleaner operation

Hand embroidery at frames uses no boiler, generator or fuel-burning process. All our electricity comes from the grid through the two BEST accounts serving the licensed units, and Scope 2 emissions were 143.79 tCO_2e. Our Environment Policy sets 100% renewable electricity by 2035.

29.4 Anti-corruption

Anti-bribery system

Our anti-bribery management system is certified to ISO 37001:2016 by QRO. We declare no confirmed incident of corruption in FY 2025-26, and the incident register opens in FY 2026-27. The Business Ethics Policy SZA-COMP-06 requires gifts and hospitality to be declared in a register, and it sets dual approval for transactions of INR 25,000 and above as a target for 2027.

29.5 Indicators and instruments

Table 29.2 gives the FY 2025-26 indicators for the four areas of the Compact.

Instruments our policies cite

Eight of our policies name the international instruments they follow, from ILO Conventions 87 and 98 in the Freedom of Association and Collective Bargaining policy to the OECD Guidelines in the Business Ethics Policy. Table 29.3 lists them policy by policy.

Table 29.2

Human rights, labour, environment and anti-corruption indicators, FY 2025-26

AREA	INDICATOR	FY 2025-26	NOTE
Human rights	Human-rights violations reported	0	Complaint register, August 2025 to March 2026
Human rights	Grievances raised and resolved	0 and 0	Complaint register, 203 working days
Human rights	Charge sheets, suspensions, dismissals and warning notices	Nil	SA 8000 statement, calendar 2025
Labour	Labour-rights violations reported	0	Complaint register, August 2025 to March 2026
Labour	Child labour incidents	0	Form 7 register: lowest age 20
Labour	Forced or bonded labour incidents	0	Complaint register nil; SA 8000:2014 certificate held
Labour	Employees paid at or above the statutory minimum wage	100%	SA 8000 statement, 2025
Labour	Employees trained on diversity, equity and inclusion	100%	The company's declaration; not on the three signed rosters
Labour	Karigar members of the health and safety committee	4 of 8	Committee minutes, 15 January 2026
Environment	Hazardous waste	0 MT	Consent to Operate

Table 29.2 continues on the next page

Table 29.2, continued

AREA	INDICATOR	FY 2025-26	NOTE
Environment	Electronic waste to an authorised recycler	16 articles	Manifest of 26 December 2025
Environment	Scope 2 emissions, location-based	143.79 tCO_2e	CEA v21.0 grid factor, 0.710 tCO_2e per MWh
Anti-corruption	Confirmed corruption incidents	0	The company's declaration; complaint register nil, August 2025 to March 2026
Anti-corruption	Employees trained on ethics and anti-bribery	100%	The company's declaration; not on the three signed rosters
Anti-corruption	Whistleblower complaints	0	Grievance and whistleblower register, August 2025 to March 2026

Boundary: Suhana Zari Arts LLP, Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Byculla East, Mumbai; FY 2025-26 unless a calendar year is named.

Table 29.3

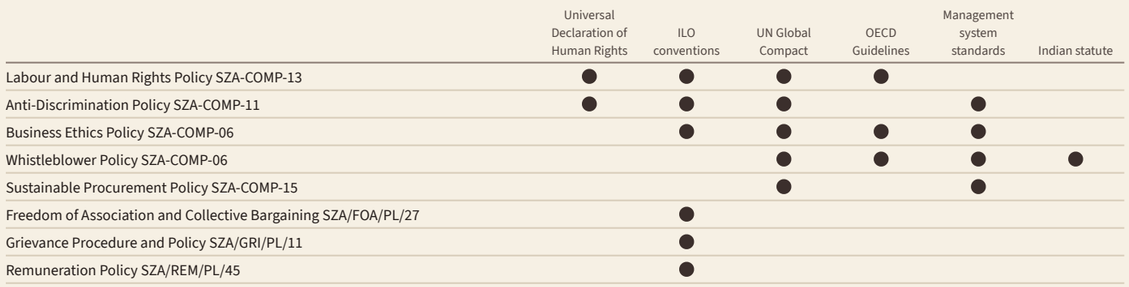
International instruments cited in our policies

POLICY	CODE	INTERNATIONAL INSTRUMENTS THE POLICY CITES
Labour and Human Rights Policy	SZA-COMP-13	Universal Declaration of Human Rights; ILO core conventions; UN Global Compact principles; OECD Guidelines for Multinational Enterprises
Anti-Discrimination Policy	SZA-COMP-11	ILO Conventions 100, 111 and 190; Universal Declaration of Human Rights; UN Global Compact principles; ISO 30415
Business Ethics Policy	SZA-COMP-06	UN Global Compact Ten Principles; OECD Guidelines; ILO conventions; ISO 37001 and ISO 37301; ISO 27001
Whistleblower Policy	SZA-COMP-06	Whistle Blowers Protection Act 2014; ISO 37002:2021; UN Global Compact; OECD Guidelines
Sustainable Procurement Policy	SZA-COMP-15	ISO 20400; ISO 14001; SA 8000; UN Global Compact Ten Principles
Freedom of Association and Collective Bargaining	SZA/FOA/PL/27	ILO Convention No. 87 and ILO Convention No. 98
Grievance Procedure and Policy	SZA/GRI/PL/11	ILO Convention No. 98
Remuneration Policy	SZA/REM/PL/45	ILO Convention 100 and ILO Convention 131

Figure 82

ILO conventions are cited by six of the eight policies, and the UN Global Compact by five.

International instruments cited in our policies, by kind



One dot where the policy cites at least one instrument of that kind; the instruments are named in the table.

Source: Table 29.3.

30

Certifications and management systems

Seven management-system certificates, from ISO 9001:2015 to SA 8000:2014, were in force at 31 March 2026.

GRI 2-1, 2-23, 403-1 | NGRBC Principles 1, 3, 6



Picture 41

Seven management-system certificates were in force at 31 March 2026, covering quality, environment, occupational health and safety, social accountability, information security, anti-bribery and supply chain security. Table 30.1 names each standard and the body that certified it.

30.1 Management systems and certifying bodies

Four certifying bodies

Royal Impact Certification Ltd certified our systems to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. Ozone Sustainability Management Systems certified us to SA 8000:2014, QRO to ISO/IEC 27001:2022 and ISO 37001:2016, and UK Certification & Inspection Limited to ISO 28000:2022.



Picture 42

Each certificate carries the name Suhana Zari Arts, under which the business traded before the LLP was incorporated on 17 July 2025. We will keep all seven certificates current through their surveillance and recertification audits, as Section 34 sets out.

Figure 83

Seven certified management systems from four certifying bodies were in force at 31 March 2026.

Certificates by certifying body; licences and consents

Held at 31 March 2026: 7 systems from 4 certifying bodies

Royal Impact Certification Ltd

- **ISO 9001** — 2015 — Quality management
- **ISO 14001** — 2015 — Environmental management
- **ISO 45001** — 2018 — Occupational health and safety management

Ozone Sustainability Management Systems

- **SA 8000** — 2014 — Social accountability

QRO

- **ISO/IEC 27001** — 2022 — Information security management
- **ISO 37001** — 2016 — Anti-bribery management

UK Certification & Inspection Limited

- **ISO 28000** — 2022 — Security management for the supply chain

The licences and consents the site works under

Certificate of Incorporation
Registrar, Central Registration Centre, Ministry of Corporate Affairs
Suhana Zari Arts LLP incorporated on 17 July 2025 under section 12(1) of the Limited Liability Partnership Act 2008

Licence to work a factory, Form No. 4
Directorate of Industrial Safety and Health, Maharashtra
Units 1A, 1B, 1C and 2/7, C.S. No. 708; up to 500 workers on any day and 500 HP of installed power

Consent under the White category
Maharashtra Pollution Control Board, sub-regional office Mumbai I
Intimation of 17 December 2025: 7,500 litres a day of MCGM water for domestic use, 0 litres a day for process, cooling or boiler use, and 500 litres a day of domestic effluent to the MCGM sewer

Certificates from Tables 30.1 and 35.18; instruments from Table 30.4.

Source: Tables 30.1, 30.4 and 35.18.

Table 30.1

Management-system certificates in force at 31 March 2026, by standard and certifying body

STANDARD	MANAGEMENT SYSTEM	CERTIFYING BODY
ISO 9001:2015	Quality management	Royal Impact Certification Ltd
ISO 14001:2015	Environmental management	Royal Impact Certification Ltd
ISO 45001:2018	Occupational health and safety management	Royal Impact Certification Ltd
SA 8000:2014	Social accountability	Ozone Sustainability Management Systems
ISO/IEC 27001:2022	Information security management	QRO
ISO 37001:2016	Anti-bribery management	QRO
ISO 28000:2022	Security management for the supply chain	UK Certification & Inspection Limited

All seven certificates were in force at 31 March 2026; each carries the trading name Suhana Zari Arts.

Supply chain security

Our FY 2024-25 report set certification to ISO 28000 as a governance target. We are certified to ISO 28000:2022 by UK Certification & Inspection Limited from 16 October 2025, within the October 2025 target.

30.2 Certified scope and site

Scope as printed

The certificates describe the work in three forms of words. All three cover the design and manufacture of hand-embroidered garment panels and accessories. The ISO/IEC 27001 and ISO 37001 scopes name each step, from designing and CAD digitizing to final inspection, packing and dispatch. The SA 8000 certificate names bead work and fringes alongside hand embroidery, and records contracted and outsourced processes as nil.

Figure 84

Seven certificates came from four bodies, and Royal Impact Certification Ltd issued three of them.

Management-system certificates held in FY 2025-26, by certifying body

- **ISO 9001:2015** — Quality management
- **ISO 14001:2015** — Environmental management
- **ISO 45001:2018** — Occupational health and safety management

Royal Impact Certification Ltd

- **SA 8000:2014** — Social accountability

Ozone Sustainability Management Systems

- **ISO/IEC 27001:2022** — Information security management
- **ISO 37001:2016** — Anti-bribery management

QRO

- **ISO 28000:2022** — Security management for the supply chain

UK Certification & Inspection Limited

Grouped under the body that certified each system.

Source: Table 30.1.

Table 30.2

Certified scope of activities as printed on each certificate

CERTIFICATES	SCOPE OF ACTIVITIES AS PRINTED ON THE CERTIFICATE
ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018	Design, manufacturing and supply of high fashion hand embroidery garments, panels and accessories
ISO/IEC 27001:2022 and ISO 37001:2016	Design and manufacture of high fashion hand embroidered garment panel and accessories with the process of hand embroidery, designing, CAD digitizing, checking, final inspection, packing and dispatch
ISO 28000:2022	Design and manufacture of hand embroidered garment panel and accessories including hand embroidery, designing, CAD digitizing, inspection, packing and dispatching
SA 8000:2014	Manufacture of hi-fashion hand embroidered garment panels and accessories with the process of hand embroidery, bead work and fringes; contracted processes nil, outsourced processes nil

The certificates are issued to the company at C.S. No. 1/708, Jetha Compound; the reporting boundary is the four licensed units set out in Section 3.

30.3 Where each system is reported

Systems in practice

Each certified system rests on registers and reports kept at the site during the year. For occupational health and safety these are committee minutes, drill records and the health register; for the environment, the waste disposal record and accredited monitoring. Table 30.3 sets each system beside its records, one FY 2025-26 indicator and the section that reports it.

30.4 Statutory licences and consents

Licensed to operate

The Directorate of Industrial Safety and Health, Maharashtra, licenses us to work a factory under the Factories Act 1948. The licence covers up to 500 workers on any day and 500 HP of installed power. Our Consent to Operate is a White category intimation, noted by the Maharashtra Pollution Control Board on 17 December 2025. It permits 7,500 litres a day of municipal water for domestic use and 500 litres a day of domestic effluent to the MCGM sewer. It declares no process emission, boiler, generator or hazardous waste.

We filed the Factories Act annual return for calendar 2025 on 10 January 2026 and the POSH Internal Committee's annual report for 2025 on 2 January 2026. On 26 December 2025 our electronic waste went to a recycler authorised by the Maharashtra Pollution Control Board, under the E-Waste (Management) Rules 2016.

30.5 Accredited laboratories

Independent testing

Two laboratories accredited by the National Accreditation Board for Testing and Calibration Laboratories tested ambient air, noise and drinking water during the year.

Table 30.3

Certified systems, the records behind them and where each is reported

SYSTEM	RECORDS AND CONTROLS AT THE SITE IN FY 2025-26	FY 2025-26 INDICATOR	WHERE REPORTED
Quality, ISO 9001:2015	Checking and final inspection named in the certified scope; Customer Health and Safety Policy SZA-COMP-12	Single couture house served	Section 25
Environment, ISO 14001:2015	Environment Policy SZA-COMP-15; Environment Management Procedure SZA/ENVI/PL/29; monthly waste disposal record; accredited monitoring	0 MT hazardous waste	Sections 16, 17 and 18
Occupational health and safety, ISO 45001:2018	Health and safety committee; mock drills; monthly PPE availability check; Form 7 health register; register of accidents	0 recordable injuries	Section 20
Social accountability, SA 8000:2014	SA 8000 statement for 2025; Social Accountability Training Planner for 2026; complaint register	100% paid at or above the statutory minimum wage	Sections 19 and 22
Information security, ISO/IEC 27001:2022	Business Ethics Policy section 3.4 on sensitive information and the Digital Personal Data Protection Act 2023	0 confirmed data breaches, as the company declares	Section 23
Anti-bribery, ISO 37001:2016	Business Ethics Policy SZA-COMP-06 with a gifts and hospitality register; Whistleblower Policy SZA-COMP-06; Whistleblower and Vigil Mechanism Policy SZA/WB/PL/08	0 confirmed corruption incidents, as the company declares	Section 23
Supply chain security, ISO 28000:2022	Inspection, packing and dispatch named in the certified scope; Sustainable Procurement Policy SZA-COMP-15	Contracted and outsourced processes nil	Section 24

Table 30.4

Statutory licences, consents and returns for FY 2025-26

INSTRUMENT	ISSUED BY	WHAT IT RECORDS OR PERMITS
Certificate of Incorporation	Registrar, Central Registration Centre, Ministry of Corporate Affairs	Suhana Zari Arts LLP incorporated on 17 July 2025 under section 12(1) of the Limited Liability Partnership Act 2008
Licence to work a factory, Form No. 4	Directorate of Industrial Safety and Health, Maharashtra	Units 1A, 1B, 1C and 2/7, C.S. No. 708; up to 500 workers on any day and 500 HP of installed power; NIC 14101
Consent under the White category	Maharashtra Pollution Control Board, sub-regional office Mumbai I	Intimation of 17 December 2025: 7,500 litres a day of MCGM water for domestic use, 0 litres a day for process, cooling or boiler use, and 500 litres a day of domestic effluent to the MCGM sewer; no process emission, boiler or DG set; no hazardous waste
Factories Act annual return, Form 27	Filed with the Directorate of Industrial Safety and Health	Calendar 2025, declared on 10 January 2026: safety committee in place, on-site emergency plan submitted, no female worker
POSH annual report	Filed with the District Officer, Mumbai	Calendar 2025, dated 2 January 2026: nil complaints and nil cases pending
Electronic waste manifest	E-Waste (Management) Rules 2016; recycler authorised by the MPCB	16 articles collected on 26 December 2025
Social security coverage	Employees' State Insurance Act and Employees' Provident Fund Act	All employees covered, as the company declares in its SA 8000 statement for 2025

Enviro Analysts and Engineers Pvt. Ltd. measured ambient air and noise in August and November 2025, and also tested illumination near the working area, which Section 17 reports as a laboratory test result. Spectro SSA Labs Private Limited tested drinking water against IS 10500:2012 in August 2025 and February 2026.

Table 30.5

Accredited laboratories and the tests they carried out in FY 2025-26

LABORATORY	ACCREDITATION	TESTS IN FY 2025-26
Enviro Analysts and Engineers Pvt. Ltd., Mira Road	NABL accredited	Ambient air on 21 August and 3 November 2025; ambient noise on the same dates; illumination of 382.2 lux near the working area on 21 August 2025, against 300 to 500 lux, reported as a laboratory test result outside the accreditation
Spectro SSA Labs Private Limited, Navi Mumbai	NABL accredited	Drinking water against IS 10500:2012, samples of 12 August 2025 and 4 February 2026

31

Targets and the road to 2030

We track 120 targets from our policies and FY 2024-25 report, each with baseline, deadline and position at 31 March 2026.

GRI 3-3, 302-4, 305-5 | NGRBC Principles 1 to 9



Picture 43

We track 120 targets: 36 set in our FY 2024-25 report and 84 set in ten controlled policies. Each is stated with its baseline, target and deadline, and then with our position at 31 March 2026. Table 31.1 counts them by source and pillar, one target for each line of the target tables in this section.

31.1 How we state baselines

Baselines

The FY 2024-25 report set its framework against a FY 2023-24 base. Scope 2, energy intensity and emission intensity keep that base, as restated in Section 36, and progress is measured from it. Water and waste take FY 2025-26 as their base.

Where a policy states a base value, the tables print it as the policy states it. Where a policy sets a target without one, the table says so, and the first record kept under the roadmap in Section 34 becomes the base.

31.2 Environment

Emissions and energy

Scope 1 was 0.050 tCO_2e, against 0.066 tCO_2e in FY 2023-24. Scope 2 was 143.79 tCO_2e, location-based, against the FY 2023-24 base of 143.90 tCO_2e for a 10% cut by 2027 and a 20% cut by 2030. Energy intensity was 1.47 GJ per person, against the 10% cut by FY 2026-27 that our FY 2024-25 report sets.

Targets tracked	Scope 2 base, FY 2023-24	Training hours per employee	Renewable electricity
120	143.90 tCO_2e	1.6	0%
Every source and every pillar	Base for the 2027 and 2030 cuts	Against targets for 2027 and 2030	Against the Environment Policy target

Table 31.1

Targets by source and pillar

SOURCE	PILLAR	TARGETS	DEADLINES
FY 2024-25 report, ESG Strategic Targets Framework	Environment	9	2027 and 2030
FY 2024-25 report, ESG Strategic Targets Framework	Social	5	2027 and 2030
FY 2024-25 report, ESG Strategic Targets Framework	Governance	9	October 2025 to 2030
FY 2024-25 report, dated commitments	Environment and social	13	FY 2025-26 to FY 2029-30
Environment Policy SZA-COMP-15	Environment	11	2025 to 2040
Product End of Life Policy SZA-COMP-06	Environment	5	2026 to 2032
Sustainable Procurement Policy SZA-COMP-15	Governance	21	2025 to 2035
Anti-Discrimination Policy SZA-COMP-11	Social	6	2025 to 2030
Labour and Human Rights Policy SZA-COMP-13	Social	7	2025 to 2030
Child Labour Policy SZA-COMP-10	Social	8	Continuous to 2030
Living Wage Policy SZA-COMP-14	Social	7	FY 2026 to FY 2030
Customer Health and Safety Policy SZA-COMP-12	Social	9	FY 2025 to FY 2027
Business Ethics Policy SZA-COMP-06	Governance	6	2027 to 2029
Whistleblower Policy SZA-COMP-06	Governance	4	2027 and every year
All sources	All pillars	120	October 2025 to 2040

One target is one line of the target tables in this section, counted once: Tables 31.2, 31.6 and 31.10 for the FY 2024-25 framework, whose Environment lines include the emission intensity target of page 18; Table 31.5, the four packaging lines of Table 31.4 and the last line of Table 31.7 for the FY 2024-25 dated commitments; and Tables 31.3, 31.4, 31.7, 31.8, 31.9, 31.11 and 31.12 for the ten policies. The policy lines total 84 and the FY 2024-25 lines 36.

Water and waste

Our FY 2024-25 report states its water target as consumption and measures it by withdrawal, and we keep that measure. Withdrawal was 3,673 KL on the company's return, all from the MCGM supply, and it is the base for a 10% cut by 2027. Non-hazardous waste collected by the vendor from August 2025 to March 2026 was 0.082 MT on stamped receipts, hazardous waste was 0 MT, and 16 articles of electronic waste went to an authorised recycler. Recycling targets of 15% by 2027 and 25% by 2030 will be measured by weight from the FY 2026-27 receipts.

Environment Policy

Our Environment Policy SZA-COMP-15 sets 100% renewable electricity by 2035 and net zero by 2040, both against a 2024 base year. At 31 March 2026 our renewable share was 0% and total emissions across the three scopes were 632.36 tCO_2e. The policy's targets for zero liquid discharge and process water reuse address a process the Consent to Operate does not permit. Both are to be reviewed with the reissue of the policy set, which is due by 30 September 2026.

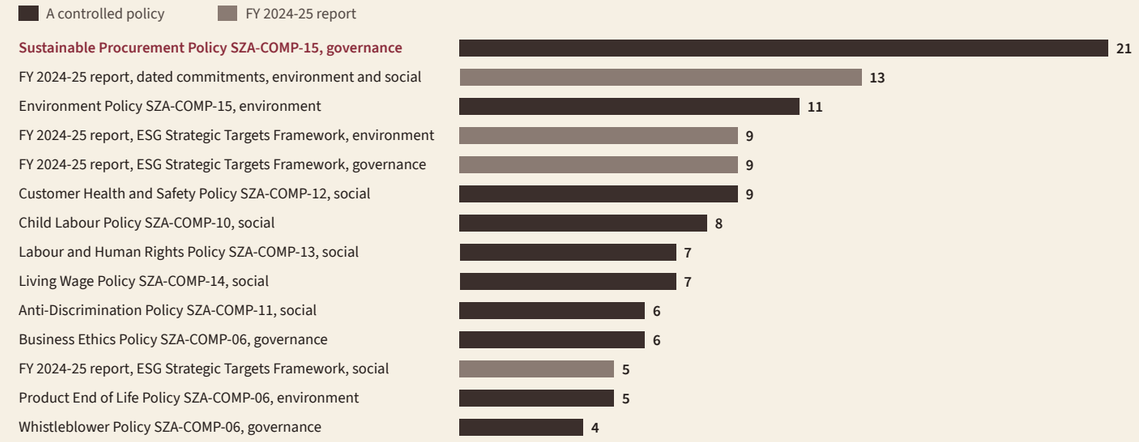
Circularity and packaging

Our Product End of Life Policy sets a 20% product recovery rate and 30% recycling of returned products by 2026, and 50% recycled input materials by 2032. Our FY 2024-25 report sets 100% circular packaging by FY 2027, with compostable garment pouches in FY 2026-27 and reusable shipping cartons from FY 2027.

Figure 85

The Sustainable Procurement Policy sets 21 of our 120 targets, more than any other single source.

Targets tracked, by source and pillar, at 31 March 2026



Source: Table 31.1.

Table 31.2

Environment targets of the FY 2024-25 report and our position at 31 March 2026

METRIC	BASELINE	TARGET 2027	TARGET 2030	POSITION AT 31 MARCH 2026
Scope 1 emissions (tCO_2e)	0.066, FY 2023-24	15% absolute reduction	25% absolute reduction	0.050
Scope 2 emissions (tCO_2e)	143.90, FY 2023-24	10% absolute reduction	20% absolute reduction	143.79
Scope 1 and 2 emissions (tCO_2e)	143.97, FY 2023-24	10% reduction	20% reduction	143.84
Energy intensity	1.48 GJ per person, FY 2023-24	10% reduction	20% reduction	1.47 GJ per person
GHG emission intensity	1.37 tCO_2e per person, FY 2023-24	10% reduction	20% reduction	1.28 tCO_2e per person
Water consumption	3,673 KL withdrawn, FY 2025-26 (company's return); the FY 2024-25 report measures this target by withdrawal	10% absolute reduction	20% absolute reduction	3,673 KL withdrawn, all from the MCGM supply
Total solid waste	0.082 MT collected by the vendor on eight stamped receipts, August 2025 to March 2026	At or below baseline, recycling up 10%	At or below baseline, 25% recycled	0.082 MT non-hazardous on the vendor receipts, August 2025 to March 2026
Hazardous waste (MT)	0	Maintain zero	Maintain zero	0
Waste recycled or reused	16 electronic waste articles recycled, FY 2025-26	15% or more of total waste	25% or more of total waste	16 articles to an authorised recycler; share by weight from FY 2026-27 receipts

Source: FY 2024-25 report, ESG Strategic Targets Framework, pages 15 and 16; the emission intensity row from page 18. Scope 2 and the intensities keep the framework's FY 2023-24 base, as restated in Section 36; water and waste are rebased to FY 2025-26. The water target is labelled consumption in the FY 2024-25 report and measured there by withdrawal, the measure this table keeps.

Table 31.3

Environment Policy targets and our position at 31 March 2026

METRIC	BASELINE	TARGET	DEADLINE	POSITION AT 31 MARCH 2026
Energy use	Base year 2024	30% cut in total energy use and in energy intensity	2030	729.82 GJ; 1.47 GJ per person
Renewable electricity share	Base year 2024	100%	2035	0%: grid supply on BEST's LT II commercial tariff
Carbon emissions	Base year 2024	Net zero	2040	632.36 tCO_2e, Scopes 1 to 3
Water recycled or reused	Base year 2024	75% of total water	2029	0%: no reuse installation
Waste recycled or reused	Base year 2024	90% diverted from landfill	2030	Electronic waste recycled; share by weight from FY 2026-27 receipts
Air pollutant emissions	Base year 2024	30% reduction	2028	No process emission source under the Consent to Operate; ambient SO_2 7.14 to 7.41 µg/m^3
Biodegradable or recyclable packaging	Base year 2024	100%	2025	The FY 2024-25 report sets 100% circular packaging by FY 2027
Trees planted	Base year 2024	10,000 native trees	2030	Count reported every year from FY 2026-27
Zero liquid discharge	Commitment in policy section 3	Zero liquid discharge	2032	0 litres a day of process water; 500 litres a day of domestic effluent to the MCGM sewer
Process water reuse	Commitment in policy section 3	75% of process water reused	2029	0 litres a day of process, cooling or boiler water under the Consent to Operate
Certified sustainable materials	Commitment in policy section 3	75% (GRS, FSC or OEKO-TEX)	2030	Share set from FY 2026-27 purchase records

Source: Environment Policy SZA-COMP-15, section 3 and the section 4 KPI table.

Table 31.4

Circularity and packaging targets

TARGET	BASELINE	DEADLINE	SET BY	POSITION AT 31 MARCH 2026
20% product recovery rate through take-back	No base value set by the policy	2026	Product End of Life Policy SZA-COMP-06	Take-back set by the policy; recovery reported from FY 2026-27
30% of returned hand-embroidered products recycled or upcycled	No base value set by the policy	2026	Product End of Life Policy SZA-COMP-06	Reported with the take-back programme from FY 2026-27
90% waste diversion from landfill	No base value set by the policy	2030	Product End of Life Policy SZA-COMP-06	Electronic waste recycled; share by weight from FY 2026-27 receipts
50% recycled input materials	No base value set by the policy	2032	Product End of Life Policy SZA-COMP-06	Share set from FY 2026-27 purchase records
Plastic-free packaging	No base value set by the policy	2030	Product End of Life Policy SZA-COMP-06	Packaging steps in the rows below
Multi-layer films eliminated and recycled paper tapes introduced	FY 2024-25 report commitment	FY 2025-26	FY 2024-25 report, page 20	Now part of the 100% circular packaging target for FY 2027

Table 31.4 continues on the next page

Our FY 2024-25 report dated eight further commitments, among them a solar feasibility study and a rainwater harvesting design for FY 2026-27. The rainwater harvesting system it dated to FY 2025-26 is not yet built, and 0 KL was harvested. Its design, for 25% of demand, is due by 31 March 2027 in the environment commitments of Section 34.

Table 31.4, continued

TARGET	BASELINE	DEADLINE	SET BY	POSITION AT 31 MARCH 2026
Compostable garment pouches	FY 2024-25 report commitment	FY 2026-27	FY 2024-25 report, pages 20 and 21	Scheduled in the roadmap for FY 2026-27
Reusable shipping cartons with logistics partners	FY 2024-25 report commitment	From FY 2027	FY 2024-25 report, page 20	Scheduled from FY 2027
100% circular packaging	FY 2024-25 report commitment	FY 2027	FY 2024-25 report, page 20	Scheduled for FY 2027

Table 31.5

Energy, water and review commitments of the FY 2024-25 report

COMMITMENT	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
Solar feasibility study and rooftop installation plan	0% renewable electricity	FY 2026-27	Study scheduled in the roadmap for 31 March 2027
Rainwater harvesting system operational	0 KL harvested	FY 2025-26	0 KL: not yet built; the design is due by 31 March 2027 (Section 34)
Rainwater harvesting design for 25% of demand	0 KL harvested	FY 2026-27	Scheduled in the roadmap for 31 March 2027
Closed-loop greywater system for cleaning and non-potable use	0 KL reused	FY 2027-28	0 KL reused
Energy-intensity reduction of 10%	1.48 GJ per person, FY 2023-24	FY 2026-27	1.47 GJ per person
Formal carbon-accounting methodology and reduction targets	Scope 2 on the BEST bills from FY 2025-26	FY 2026-27	Scheduled in the roadmap for 31 March 2027
Mid-term review of intensity goals for emissions, energy, water and waste	FY 2023-24 base year of the FY 2024-25 report	FY 2026-27	Scheduled in the roadmap for 31 March 2027
First long-term strategic checkpoint, with an independent audit	No base value set by the report	FY 2029-30	Scheduled for FY 2029-30

Source: FY 2024-25 report, pages 5, 16, 17 and 18.

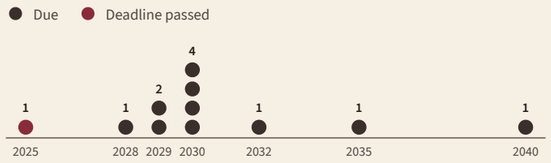


Figure 86

Four of the Environment Policy's eleven targets fall due in 2030, and net zero follows in 2040.

Environment Policy targets by deadline year, at 31 March 2026

One dot a target of the Environment Policy under its deadline year; the latest, 2040, is for carbon emissions: net zero.

Source: Table 31.3.

31.3 People

Workforce, safety and skills

Our workforce of 495 is the base for a stable headcount to 2027. Recordable injuries were 0 against a target of zero in every year. Training on the three signed rosters of the year was 780 person-hours, or 1.6 hours per employee, against 12 hours by 2027 and 15 by 2030.

Women in the workforce

Every employee in FY 2025-26 was a man. The Anti-Discrimination Policy SZA-COMP-11 sets 50% gender representation by 2030 and at least 40% women and gender-diverse people in managerial, creative and leadership roles. Our FY 2024-25 report sets 20% women in artisanal roles by FY 2027. These targets start from 0% at 31 March 2026.

Table 31.6

Social targets of the FY 2024-25 report and our position at 31 March 2026

METRIC	BASELINE	TARGET 2027	TARGET 2030	POSITION AT 31 MARCH 2026
Workforce strength (persons, the partners included)	495	Stable	5% growth in productivity roles	495
Recordable health and safety incidents	0 recordable injuries, FY 2025-26	Maintain zero	Maintain zero	0
Living wage coverage (% of workforce)	100% at or above the statutory minimum wage, 2025	Maintain 100%	Maintain 100%	100% at or above INR 16,490 a month; the food-basket living-wage benchmark published for FY 2024-25 is reset from FY 2026-27
Employee satisfaction index (0 to 5)	First confidential survey in FY 2026-27	4.5 or more	4.7 or more	Annual confidential survey in the roadmap
Training hours per employee	1.6 hours, FY 2025-26, three signed rosters	12 or more	15 or more	1.6 hours per employee on the three signed rosters

Source: FY 2024-25 report, ESG Strategic Targets Framework, page 16.

Table 31.7

Human rights, diversity and labour targets

TARGET	POLICY	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
Diversity, equity and inclusion training completion: 100%	SZA-COMP-11	100%, FY 2024-25	2027	100%, as the company declares
Annual pay audits; any pay difference in comparable roles closed	SZA-COMP-11	Not applicable to gender: all employees are men	Audits from 2025; closure by 2028	Equal Remuneration Register (Form D) kept, September to December 2025
Discrimination, harassment or bias grievances: 50% fewer	SZA-COMP-11	0 (complaint register; POSH annual report)	2029	0
Gender representation overall: 50%	SZA-COMP-11	0% women (Form 27, Form 7)	2030	0% women; all 307 persons examined in January 2026 are men
Women and gender-diverse people in managerial, creative and leadership roles: at least 40%	SZA-COMP-11	0%	2030	0%
Certified anti-bias recruitment training for all hiring panels	SZA-COMP-11	No base value set by the policy	2027	Recorded in the training log from FY 2026-27
Employees and artisans trained each year on human rights, health and safety and anti-harassment: 100%	SZA-COMP-13	100% trained on health and safety (SA 8000 statement, 2025)	2026	100% trained on health and safety in 2025, as the company declares
Zero child or forced labour across operations and tier-one suppliers	SZA-COMP-13	0	2025	0 in our operations; supplier verification from FY 2026-27
Gender representation in supervisory and managerial roles: 50%	SZA-COMP-13	0%	2030	0%
Suppliers signing the Supplier Code of Conduct: 100%	SZA-COMP-13	No base value set by the policy	2027	Acknowledgements kept in the supplier register from FY 2026-27
Workplace injury rate: 30% lower	SZA-COMP-13	Base year 2024	2028	0 recordable injuries

Table 31.7 continues on the next page

Table 31.7, continued

TARGET	POLICY	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
Employees covered by grievance and collective dialogue channels: 100%	SZA-COMP-13	No base value set by the policy	2026	100%: Grievance Policy SZA/GRI/PL/11 covers every employee
Career development and artisanal upskilling: 10,000 hours a year	SZA-COMP-13	780 person-hours, FY 2025-26	2027	780 person-hours
Female representation in artisanal roles: 20%	FY 2024-25 report, page 27	0%	FY 2027	0%

Source: Anti-Discrimination Policy SZA-COMP-11, section 4; Labour and Human Rights Policy SZA-COMP-13, section 4; FY 2024-25 report. Every employee in FY 2025-26 was a man (Form 27, Form 7).

The Child Labour Policy SZA-COMP-10 sets full age verification before hiring and zero recurrence of child or forced labour by 2028. The lowest age on the Form 7 register of January 2026 is 20, and the Form 27 annual return for 2025 records no adolescent or child worker.

Wages and customers

The Living Wage Policy SZA-COMP-14 sets pay of at least 30% above the statutory minimum by FY 2027. Every worker was paid at or above the statutory minimum of INR 16,490 a month in 2025. The average annual wage of INR 305,000 was 16.3% above the policy floor of INR 262,189 a year, the skilled Zone I minimum of INR 16,807 a month plus 30%, and the salaries register by grade will give each employee's position from FY 2026-27.

31.4 Governance and supply chain

Integrity

We declare ethics and anti-bribery training coverage of 100%, against a target to maintain 100%; the programme is not on the three signed rosters. The grievance and whistleblower register records no whistleblower complaint from August 2025 to March 2026, and our SA 8000 statement for 2025 records no code of conduct violation. We are certified to ISO 37001:2016 by QRO, and to ISO 28000:2022 by UK Certification & Inspection Limited since 16 October 2025, within the October 2025 target.

Suppliers

The Sustainable Procurement Policy SZA-COMP-15 sets 100% supplier code signing by tier-one suppliers by 2026 and full sustainability audits of 90% of strategic suppliers by 2028. Its base values are printed as the policy states them. The supplier register we open in FY 2026-27 will carry the acknowledgements, assessments and purchase records that measure these targets.

Table 31.8

Child Labour Policy targets

TARGET	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
Age documentation of employees and artisans verified before hiring: 100%	No base value set by the policy	Continuous	Lowest age on the Form 7 register is 20
Third-party social audits twice a year across units and supplier sites	No base value set by the policy	Continuous	Own site certified to SA 8000:2014; supplier audits from FY 2026-27
All child or forced labour cases eliminated, with zero recurrence	0 cases	2028	0
HR, procurement and supervisory staff trained each year, with a 95% knowledge retention score	No base value set by the policy	Every year	Recorded in the training log from FY 2026-27
Audit coverage of 100% of tier-one and 80% of tier-two suppliers	No base value set by the policy	2027	Supplier register and assessments begin in FY 2026-27

Table 31.8 continues on the next page

Table 31.8, continued

TARGET	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
Digital grievance and whistleblower channel with anonymity	No base value set by the policy	2026	Anonymous reporting open under the Whistleblower Policy SZA-COMP-06
Trend metrics for audit non-compliances, grievance times and training	No base value set by the policy	Every year	0 grievances over 203 working days, August 2025 to March 2026
250 community beneficiaries through education, training or livelihood programmes	No base value set by the policy	2030	Beneficiaries counted from FY 2026-27

Source: Child Labour Policy SZA-COMP-10, section 4.

Table 31.9

Living Wage and Customer Health and Safety Policy targets

TARGET	POLICY	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
Every employee and artisan paid at least 30% above the statutory minimum wage; any living-wage shortfall closed at 8 to 10% a year	SZA-COMP-14	Skilled Zone I minimum of INR 16,807 a month, notification of 4 February 2026	FY 2027	Average annual wage of INR 305,000, 16.3% above the floor of INR 262,189 a year; each employee's position from the FY 2026-27 salaries register
Supplier wage audits each year; 90% of suppliers aligned to a living wage	SZA-COMP-14	No base value set by the policy	FY 2028	Supplier register and assessments begin in FY 2026-27
Full supplier living-wage compliance	SZA-COMP-14	No base value set by the policy	FY 2030	Supplier register and assessments begin in FY 2026-27
Audit coverage of tier-one suppliers: 100%	SZA-COMP-14	No base value set by the policy	FY 2027	Supplier register and assessments begin in FY 2026-27
Overtime paid at 1.5 times the hourly wage or more; 95% compliance on working hours	SZA-COMP-14	No base value set by the policy	FY 2028	Overtime record kept under the Remuneration Policy SZA/REM/PL/45
Annual wage revision against inflation and food-basket data, with two review cycles a year	SZA-COMP-14	No base value set by the policy	From FY 2026	The food-basket living-wage benchmark published for FY 2024-25 is reset from FY 2026-27
Living wage progress published in the annual report	SZA-COMP-14	No base value set by the policy	From FY 2026	Wages reported in Section 19
Customer safety incidents: zero each year	SZA-COMP-12	No base value set by the policy	Every year	Tracked under SZA-COMP-12 from FY 2026-27
Certified eco-friendly and non-toxic materials: 85%	SZA-COMP-12	62% (FY 2023), as the policy states	FY 2026	Share set from FY 2026-27 purchase records
Product recalls: zero	SZA-COMP-12	No base value set by the policy	FY 2025	Tracked under SZA-COMP-12 from FY 2026-27
Defective product ratio: 10% lower each quarter	SZA-COMP-12	2.5% a quarter (FY 2024), as the policy states	Every quarter	Final inspection within the ISO 9001:2015 system; ratio reported from FY 2026-27
Supplier certification to REACH, ZDHC MRSL and OEKO-TEX: 100%	SZA-COMP-12	No base value set by the policy	FY 2026	Supplier register and assessments begin in FY 2026-27
Digital traceability of raw materials and dyes: 100%	SZA-COMP-12	No base value set by the policy	FY 2027	Share set from FY 2026-27 purchase records

Table 31.9 continues on the next page

Table 31.9, continued

TARGET	POLICY	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
Employee safety and compliance training: 100% of staff	SZA-COMP-12	No base value set by the policy	FY 2025	100% trained on health and safety, as the company declares in its SA 8000 statement for 2025
Customer complaint resolution time: 72 hours down to 24 hours	SZA-COMP-12	72 hours, as the policy states	FY 2026	Tracked under SZA-COMP-12 from FY 2026-27
Customer Product Safety Index score: 95%	SZA-COMP-12	No base value set by the policy	FY 2027	Index introduced under SZA-COMP-12 by FY 2027

Source: Living Wage Policy SZA-COMP-14, section 4; Customer Health and Safety Policy SZA-COMP-12, section 4. Base values are printed as each policy states them.

Table 31.10

Governance targets of the FY 2024-25 report and our position at 31 March 2026

METRIC	BASELINE	TARGET 2027	TARGET 2030	POSITION AT 31 MARCH 2026
Employees trained on ethics and anti-bribery	100%	Maintain 100%	Maintain 100%	100%, as the company declares
Whistleblower complaints	0	Maintain zero	Maintain zero	0, August 2025 to March 2026
Code of conduct violations	0	Maintain zero	Maintain zero	0: no charge sheet, suspension, dismissal or warning notice in 2025
Supplier audits (% of suppliers)	Set from the FY 2026-27 supplier register	100%	Maintain 100%	Supplier register and assessments begin in FY 2026-27
Suppliers with a signed code of conduct	Set from the FY 2026-27 supplier register	100%	Maintain 100%	Supplier Code of Conduct in force under SZA-COMP-15
Supplier training on sustainability	Set from the FY 2026-27 supplier register	80% or more	100%	Supplier training plan under SZA-COMP-15 from FY 2026-27
External ESG assurance	Annual	Annual	Annual	Section 38 is reserved for the independent assurance statement over selected disclosures in this report
Compliance incidents and fines	0	Maintain zero	Maintain zero	2 non-compliances, water withdrawal above the consented quantity and committee meetings below Rule 73-J; 0 OHS fines or penalties on the company's return
ISO 28000 supply chain security certification	In progress, FY 2024-25 report	Certified by October 2025	Maintain certified	Certified to ISO 28000:2022 by UK Certification & Inspection Limited on 16 October 2025

Source: FY 2024-25 report, ESG Strategic Targets Framework, page 16.

Table 31.11

Business Ethics and Whistleblower Policy targets

TARGET	POLICY	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
High-risk roles certified each year on anti-corruption, anti-money-laundering and ethics: 100%	Business Ethics SZA-COMP-06	100% trained on ethics and anti-bribery, FY 2024-25	2027	100%, as the company declares
Supplier sign-off: 100%; supplier audit compliance: 80%	Business Ethics SZA-COMP-06	No base value set by the policy	2027	Supplier register and assessments begin in FY 2026-27
Anti-money-laundering and fraud audits completed across all units: 100%	Business Ethics SZA-COMP-06	No base value set by the policy	2028	Internal audit every year from FY 2026-27, in the roadmap
Verified internal fraud incidents: 50% fewer	Business Ethics SZA-COMP-06	No base value set by the policy	2029	Fraud incident register opens in FY 2026-27
Dual approval for transactions of INR 25,000 and above: 100%	Business Ethics SZA-COMP-06	No base value set by the policy	2027	Approval control set by the policy; compliance reported from FY 2026-27
ISO 37001 certification across production and administrative sites	Business Ethics SZA-COMP-06	No base value set by the policy	2027	ISO 37001:2016 certified by QRO during FY 2025-26
Annual ethics and whistleblower training completion: 100%	Whistleblower SZA-COMP-06	100% ethics training, FY 2024-25	2027	100%, as the company declares
Retaliation cases: zero each year	Whistleblower SZA-COMP-06	No base value set by the policy	Every year	0 whistleblower complaints, August 2025 to March 2026
Substantiated complaints closed within 45 working days	Whistleblower SZA-COMP-06	No base value set by the policy	Every year	0 complaints to close, August 2025 to March 2026
Employee confidence in ethical reporting: 30% better each year	Whistleblower SZA-COMP-06	No base value set by the policy	Every year	Measured through the annual confidential survey from FY 2026-27

Source: Business Ethics Policy SZA-COMP-06, section 4; Whistleblower Policy SZA-COMP-06, sections 6.1 and 6.2.

Table 31.12

Sustainable Procurement Policy targets

TARGET	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
Tier-one suppliers signing the Supplier Code of Conduct: 100%	60% (2024), as the policy states	2026	Code in force; acknowledgements kept in the supplier register from FY 2026-27
Tier-two suppliers signing the code: 70%	No base value set by the policy	2028	Follows the tier-one acknowledgements
Full sustainability audits of strategic suppliers: 90%	25% (2023), as the policy states	2028	Supplier register and assessments begin in FY 2026-27
Raw materials from certified sustainable suppliers: 75%	30% (2023), as the policy states	2027	Share set from FY 2026-27 purchase records
Raw materials from certified sustainable suppliers: 100%	30% (2023), as the policy states	2030	Share set from FY 2026-27 purchase records
Procurement staff trained: 100%; suppliers trained: 80%	35% (2023), as the policy states	2025	Supplier training plan from FY 2026-27

Table 31.12 continues on the next page

Table 31.12, continued

TARGET	BASELINE	DEADLINE	POSITION AT 31 MARCH 2026
Tier-one suppliers trained: 100%; tier-two suppliers trained: 60%	No base value set by the policy	2026	Supplier training plan from FY 2026-27
Supplier-related Scope 3, categories 1 and 4: 25% interim cut	FY 2024 Scope 3 inventory, as the policy states	2030	Scope 3 total of 488.52 tCO_2e
Supplier-related Scope 3, categories 1 and 4: 50% cut under the SBTi framework	FY 2024 Scope 3 inventory, as the policy states	2035	Scope 3 total of 488.52 tCO_2e
Logistics partners on hybrid, CNG or electric transport: 60%	15% (2024), as the policy states	2027	Logistics fleet mix recorded from FY 2026-27
Logistics partners on hybrid, CNG or electric transport: 100%	15% (2024), as the policy states	2030	Logistics fleet mix recorded from FY 2026-27
Waste diversion from procurement-related activities: 90%	40% (2024), as the policy states	2030	Electronic waste recycled; share by weight from FY 2026-27 receipts
Suppliers and partners uphold ILO standards	No base value set by the policy	2026	SA 8000:2014 certification held for our own site; supplier verification from FY 2026-27
Sustainable or recycled material sourcing: 75%	No base value set by the policy	2027	Share set from FY 2026-27 purchase records
All raw materials with traceable environmental certification	No base value set by the policy	2030	Share set from FY 2026-27 purchase records
Traceability of raw material purchases: 80%	No base value set by the policy	2028	Share set from FY 2026-27 purchase records
Traceability of raw material purchases: 100%	No base value set by the policy	2030	Share set from FY 2026-27 purchase records
Sourcing from local artisans, women-led enterprises and social businesses: up 40%	No base value set by the policy	2026	Supplier type recorded in the supplier register from FY 2026-27
Closed-loop systems across facilities	No base value set by the policy	2027	With the packaging and take-back targets of SZA-COMP-06
Supplier innovation awards for circularity	No base value set by the policy	2028	Scheduled by the policy for 2028
Sustainable Procurement Innovation Fund	No base value set by the policy	2025	Taken up at the FY 2026-27 target review

Source: Sustainable Procurement Policy SZA-COMP-15, sections 3 and 4. Base values are printed as the policy states them.

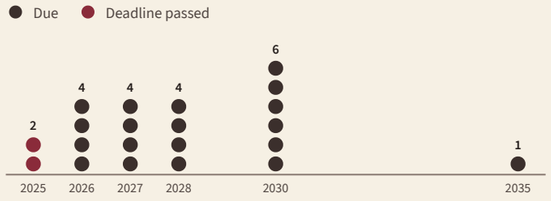


Figure 87

Fourteen of the twenty-one procurement targets fall due by 2028, and two 2025 deadlines have passed.

Sustainable Procurement Policy targets by deadline year, at 31 March 2026

One dot a target of the Sustainable Procurement Policy under its deadline year.

Source: Table 31.12.

Our Environment Policy SZA-COMP-15 sets 100% renewable electricity by 2035 and net zero by 2040, both against a 2024 base year.

32

GRI content index

This index locates 104 GRI disclosures in the report and states the reason for each disclosure we omit.

GRI 1, GRI 2, GRI 3 and topic Standards | NGRBC Principles 1 to 9



Picture 44

We have prepared this report with reference to the GRI Standards 2021, using GRI 1: Foundation 2021 and no Sector Standard. The index locates 104 disclosures by section and prints the FY 2025-26 figure or statement beside each, or the reason we omit it.

Statement of use

Suhana Zari Arts LLP has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards.

32.1 General disclosures

GRI 2 and GRI 3

The general disclosures describe the LLP, its single licensed site, its governance and its policies. As a limited liability partnership governed by its partners, we report the board nomination and chair disclosures as not applicable, and we name the roles that carry each duty. Material topics are determined in Section 13.

Table 32.1

GRI 1 and GRI 2 general disclosures, 2-1 to 2-21

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 1: Foundation 2021	Statement of use	Section 3	Suhana Zari Arts LLP has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards
GRI 1: Foundation 2021	GRI 1 used	Section 3	GRI 1: Foundation 2021
GRI 1: Foundation 2021	Applicable GRI Sector Standards	Section 3	No Sector Standard used
GRI 2: General Disclosures 2021	2-1 Organizational details	Sections 3 and 6	Suhana Zari Arts LLP, a limited liability partnership incorporated on 17 July 2025; one licensed site at C.S. No. 708, Jetha Compound, Byculla East, Mumbai 400027
GRI 2: General Disclosures 2021	2-2 Entities included in the sustainability reporting	Section 3	The LLP and its single licensed site; no subsidiary or joint venture; contracted and outsourced processes nil (SA 8000 certificate)
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	Sections 3 and 39	1 April 2025 to 31 March 2026; annual; published May 2026
GRI 2: General Disclosures 2021	2-4 Restatements of information	Section 36	Each restatement, with the old value, the new value and the reason

Table 32.1 continues on the next page

Table 32.1, continued

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 2: General Disclosures 2021	2-5 External assurance	Section 38	External assurance: see the Independent Assurance Statement
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Sections 6, 11, 24 and 25	Hand embroidery of couture garment panels and accessories for a single Mumbai couture house; NIC 14101
GRI 2: General Disclosures 2021	2-7 Employees	Section 19	495 persons, all men, including the 2 partners who form the governance body: 493 employees, all permanent, of whom senior executive 8, administrative and support 25, technical and skilled 70, semi-skilled and operational 390; omitted in part: the full-time and part-time split, information incomplete (Table 32.7)
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	Section 19	0 contract workers on the company return; the canteen is run by a contractor (Form 27, 2025); omitted in part: the number of the canteen contractor's workers, information incomplete (Table 32.7)
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Section 5	The partners are the highest governance body, supported by a Senior Compliance Manager, the health and safety committee and the POSH Internal Committee
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Section 5	Not applicable: a limited liability partnership is governed by its partners and has no board to nominate (Certificate of Incorporation)
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Section 5	Not applicable: a limited liability partnership has no board chair
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Sections 5 and 14	The Environment Policy SZA-COMP-15 assigns senior management the integration of sustainability into governance and the approval of resources
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Section 5	The Senior Compliance Manager reviews the SZA/PL procedures; the Compliance Manager runs the grievance procedure; the health and safety committee includes four karigar members
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Section 14	Senior management reviews and endorses the annual sustainability report (Environment Policy SZA-COMP-15, section 5)
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Section 23	Business Ethics Policy SZA-COMP-06, section 3.5: conflicts of interest are disclosed to the compliance function
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Section 23	Grievance Policy SZA/GRI/PL/11, Whistleblower Policy SZA-COMP-06 and Whistleblower and Vigil Mechanism Policy SZA/WB/PL/08, with an Ombudsman; 0 concerns, August 2025 to March 2026
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Section 5	Not disclosed: information incomplete: a record of partner briefings on sustainability opens in FY 2026-27 (Table 32.7)
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Section 5	Not disclosed: information incomplete: the partners' annual review record opens in FY 2026-27 (Table 32.7)
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Section 19	Remuneration Policy SZA/REM/PL/45, approved by a partner and reviewed by the Senior Compliance Manager; omitted in part: partner remuneration (Table 32.7)

Table 32.1 continues on the next page

Table 32.1, continued

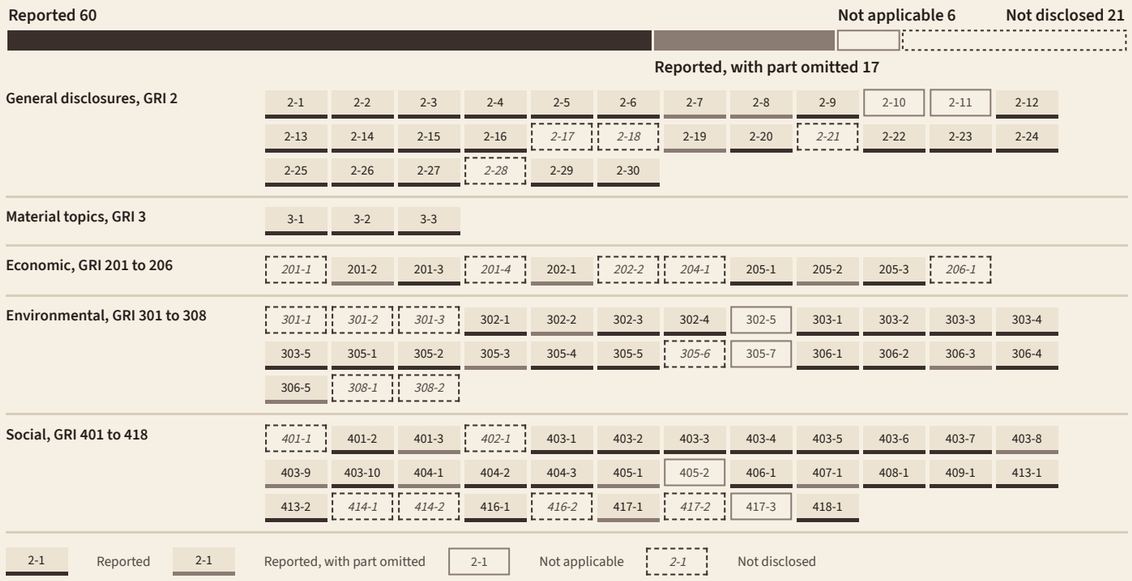
GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Section 19	Salary structure, performance-based pay and regular reviews under SZA/REM/PL/45; salaries paid by the 7th of every month
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Section 19	Not disclosed: information incomplete: the salaries register summary by grade is compiled from FY 2026-27 (Table 32.7)

Figure 88

Of 104 GRI disclosures, 60 are reported in full, 17 in part, 6 not applicable and 21 not disclosed.

GRI disclosures by status, FY 2025-26

The 104 disclosures of the index, 104 disclosures indexed, each located or omitted with its reason



Each disclosure of Tables 32.1 to 32.6 by its entry; the record that closes each omission is in Table 32.7.

Source: Tables 32.1 to 32.6, 32.7 and 33.1.

Table 32.2

GRI 2 general disclosures, 2-22 to 2-30, and GRI 3 material topics

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Sections 1 and 4	Opening statement and the partners' message
GRI 2: General Disclosures 2021	2-23 Policy commitments	Section 15	Each controlled policy with its code, owner and scope
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Sections 15 and 21	Policies displayed on the notice board; the Social Accountability Training Planner for 2026 schedules training every quarter

Table 32.2 continues on the next page

Table 32.2, continued

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Sections 22 and 23	Grievance Policy SZA/GRI/PL/11 sets the remedy steps, with appeal and external mediation; 0 grievances over 203 working days
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Sections 22 and 23	Daily complaint register, suggestion scheme (Form 27, 2025), whistleblower channels and the POSH Internal Committee
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Sections 17, 20 and 27	2 instances of non-compliance, neither with a recorded fine or penalty: water withdrawal at 134.2% of the quantity in the Consent to Operate (Section 17), and one health and safety committee meeting against the quarterly meetings Rule 73-J of the Maharashtra Factories Rules requires (Section 20); 0 OHS fines or penalties on the company's return
GRI 2: General Disclosures 2021	2-28 Membership associations	Section 12	Not disclosed: information incomplete: a membership list is compiled with the FY 2026-27 compliance register (Table 32.7)
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Section 12	SA 8000 stakeholder communication issued; receipt stamped by the fire brigade office on 5 January 2026
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	Section 22	None: no workers' union is formed and worker representatives are chosen by free election (SZA/FOA/PL/27)
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Section 13	Process, inputs and scoring described in Section 13
GRI 3: Material Topics 2021	3-2 List of material topics	Section 13	Material topics listed with their GRI links
GRI 3: Material Topics 2021	3-3 Management of material topics	Sections 13 to 26	Each topic section states the policy, the responsible role and the FY 2025-26 result

32.2 Topic disclosures

Figures as printed

Each figure in the topic tables equals the figure in the section that reports it.

The location column names the section where the full disclosure sits, with its table. The fourth column gives the headline figure, a positive statement from a controlled document, or the reason for an omission in the form GRI 1 requires.

Table 32.3

Economic, materials and energy disclosures, GRI 201 to GRI 302

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Section 11	Not disclosed: information incomplete, as the financial statements of the LLP's first period are not held for this report (Table 32.7)
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Section 14	Risks and opportunities described; omitted in part: financial effects, information incomplete (Table 32.7)
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Section 19	All employees covered under the Employees' Provident Fund Act (SA 8000 statement, 2025)

Table 32.3 continues on the next page

Table 32.3, continued

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	Section 11	Not disclosed: information incomplete (Table 32.7)
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Section 19	100% paid at or above the statutory minimum of INR 16,490 a month; no ratio by gender arises, as all employees are men; omitted in part: the ratio of the entry-level wage to the minimum wage, information incomplete (Table 32.7)
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Section 19	Not disclosed: information incomplete (Table 32.7)
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Section 24	Not disclosed: information incomplete: the supplier register with spend opens in FY 2026-27 (Table 32.7)
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Section 23	Design and manufacture lie within the scope of the anti-bribery management system certified to ISO 37001:2016
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Section 23	100% of employees trained on ethics and anti-bribery, as the company declares; omitted in part: communication of anti-corruption policies and procedures to the governance body, employees and business partners, information incomplete (Table 32.7)
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Section 23	0 confirmed incidents, as the company declares; the incident register opens in FY 2026-27
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Section 23	Not disclosed: information incomplete; the Business Ethics Policy, section 3.7, commits us to the Competition Act 2002 (Table 32.7)
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Section 18	Not disclosed: information incomplete: purchase records by weight begin in FY 2026-27 (Table 32.7)
GRI 301: Materials 2016	301-2 Recycled input materials used	Section 18	Not disclosed: information incomplete (Table 32.7)
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	Section 18	Not disclosed: information incomplete; take-back under SZA-COMP-06 reports from FY 2026-27 (Table 32.7)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Section 16	729.82 GJ (202.73 MWh): grid electricity 729.08 GJ and petrol 0.745 GJ
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	Section 16	469.814 MWh; omitted in part: the activity data behind the figure, information incomplete, as value-chain activity data is compiled from FY 2026-27 (Table 32.7)
GRI 302: Energy 2016	302-3 Energy intensity	Section 16	1.47 GJ per person
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Section 16	Section 16, Table 16.5: energy within the organisation by year; no reduction in FY 2025-26
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Section 25	Not applicable: embroidered panels use no energy in use

Table 32.4

Water, emissions, waste and supplier environmental disclosures, GRI 303 to GRI 308

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Section 17	MCGM municipal supply for domestic use only; no process, cooling or boiler water (Consent to Operate)
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Section 17	Domestic effluent to the MCGM sewer; no process effluent
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Section 17	3,673 KL from the MCGM supply; 0 KL groundwater and rainwater
GRI 303: Water and Effluents 2018	303-4 Water discharge	Section 17	182.5 KL of domestic effluent to the MCGM sewer; no process effluent (Consent to Operate)
GRI 303: Water and Effluents 2018	303-5 Water consumption	Section 17	3,490.5 KL consumed; 0 KL recycled or reused; intensity in Section 17
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Section 16	0.050 tCO_2e, company-owned petrol motorcycle
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Section 16	143.79 tCO_2e, location-based; market-based identical
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Section 16	488.52 tCO_2e; omitted in part: the activity data and emission factors by category, information incomplete, as value-chain activity data is compiled from FY 2026-27 (Table 32.7)
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Section 16	1.28 tCO_2e per person, Scopes 1 to 3
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Section 16	Section 16, Table 16.12: emissions by scope by year; total emissions were 632.36 tCO_2e against 637.06 tCO_2e in FY 2024-25, 4.70 tCO_2e or 0.7% lower, with no reduction initiative claimed for the change
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances	Section 16	Not disclosed: information incomplete: refrigerant service records begin in FY 2026-27 (Table 32.7)
GRI 305: Emissions 2016	305-7 Nitrogen oxides, sulfur oxides and other significant air emissions	Section 17	Not applicable as emissions: no process emission, flue gas or generator under the Consent to Operate; ambient readings in Section 17
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Section 18	General waste, used water bottles, fabric cut bits, food and sanitary waste, and electronic waste; no hazardous waste
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Section 18	Monthly collection by a local vendor against stamped receipts; electronic waste to an MPCB-authorised recycler
GRI 306: Waste 2020	306-3 Waste generated	Section 18	0.082 MT non-hazardous collected by the vendor on eight stamped receipts, August 2025 to March 2026; 0 MT hazardous; 16 articles of electronic waste; omitted in part: April to July 2025, information incomplete, as the receipts start in August 2025 (Table 32.7)
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Section 18	16 articles of electronic waste recycled by an authorised recycler, 26 December 2025
GRI 306: Waste 2020	306-5 Waste directed to disposal	Section 18	Four non-hazardous streams handed to the collecting vendor; omitted in part: route by stream (Table 32.7)

Table 32.4 continues on the next page

Table 32.4, continued

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Section 24	Not disclosed: information incomplete: supplier screening begins in FY 2026-27 (Table 32.7)
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Section 24	Not disclosed: information incomplete (Table 32.7)

Table 32.5

Employment, health and safety, training and diversity disclosures, GRI 401 to GRI 405

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Section 19	Not disclosed: information incomplete: joining and leaving dates are added to the HR master list in FY 2026-27 (Table 32.7)
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees	Section 19	ESI and EPF coverage for all employees, as the company declares in its SA 8000 statement for 2025; annual leave with wages; canteen, rest room and lockers (Form 27, 2025)
GRI 401: Employment 2016	401-3 Parental leave	Section 19	No female employee, so no maternity leave entitlement arose; the Form 10 maternity benefit register records no request, July 2025 to March 2026; omitted in part: parental leave entitlement and take-up for men, information incomplete, as only the maternity register is held (Table 32.7)
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Section 19	Not disclosed: information incomplete (Table 32.7)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Section 20	ISO 45001:2018, certified by Royal Impact Certification Ltd
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment and incident investigation	Section 20	Register of accidents under Rule 115; hazard identification and risk assessment of 28 hazard lines under 26 numbered activities
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Section 20	Certifying surgeon examined 307 workers on 20 and 28 January 2026; all certified fit
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety	Section 20	Health and safety committee with four karigar members met on 15 January 2026
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Sections 20 and 21	First-aid and fire-fighting training on 3 October 2025; mock drills on 16 October 2025 and 15 January 2026
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Section 20	All employees covered under the ESI Act, as the company declares in its SA 8000 statement for 2025; drinking water tested twice in the year
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of impacts directly linked by business relationships	Section 20	Contracted and outsourced processes nil on the SA 8000 certificate, so production stays on the site
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Section 20	495 persons, the 2 partners included, 100%; omitted in part: the canteen contractor's workers, information incomplete (Table 32.7)

Table 32.5 continues on the next page

Table 32.5, continued

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Section 20	0 fatalities, 0 high-consequence and 0 recordable injuries; 2 first-aid cases (company's return); omitted in part: the canteen contractor's workers, information incomplete (Table 32.7)
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Section 20	0 cases and 0 fatalities; no notifiable disease on the Form 27 return
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Section 21	1.6 hours per employee and 780 person-hours on the three signed rosters; omitted in part: the programmes the company declares without a signed roster, the first-aid and fire-fighting sessions of 3 October 2025 among them (Table 21.3), and the average by employee category, information incomplete (Table 32.7)
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Section 21	Soft skills training on 8 January 2026; the 2026 training planner sets topics every quarter
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Section 21	100% covered by performance appraisal
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Section 19	0% women in every category (Form 27, Form 7); omitted in part: the age-group split of the governance body and employees, information incomplete (Table 32.7)
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Section 19	Not applicable: no female employees in FY 2025-26

Table 32.6

Human rights, community, supplier social, customer and privacy disclosures, GRI 406 to GRI 418

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Section 22	0 on the complaint register, August 2025 to March 2026; 0 on the POSH annual report for 2025
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association may be at risk	Section 22	Freedom of Association and Collective Bargaining policy SZA/FOA/PL/27 applies at the site; omitted in part for suppliers, whose assessment begins in FY 2026-27 (Table 32.7)
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Section 22	0 incidents; lowest age on the Form 7 register is 20; Form 27 records no adolescent or child worker
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Section 22	0 incidents; no complaint on the register
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Section 26	Community activity at the site described in Section 26
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Section 26	White category consent with no process emission, no hazardous waste and domestic effluent only
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Section 24	Not disclosed: information incomplete: supplier screening begins in FY 2026-27 (Table 32.7)

Table 32.6 continues on the next page

Table 32.6, continued

GRI STANDARD	DISCLOSURE	LOCATION	FY 2025-26 FIGURE, STATEMENT OR REASON FOR OMISSION
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Section 24	Not disclosed: information incomplete (Table 32.7)
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Section 25	Customer Health and Safety Policy SZA-COMP-12; no chemicals used in manufacturing (SA 8000 statement, 2025)
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Section 25	Not disclosed: information incomplete: incidents tracked under SZA-COMP-12 from FY 2026-27 (Table 32.7)
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Section 25	The Customer Health and Safety Policy SZA-COMP-12 requires packaging to carry care and safety information to BIS and EU labelling standards; omitted in part: the share of product categories assessed for compliance, information incomplete (Table 32.7)
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Section 25	Not disclosed: information incomplete: labelling incidents are tracked under SZA-COMP-12 from FY 2026-27 (Table 32.7)
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	Section 25	Not applicable: the company issues no marketing communications; it embroiders to a single couture house's own designs
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Section 23	0 confirmed data breaches, as the company declares; the incident register opens in FY 2026-27

32.3 Omissions and their reasons

Disclose or explain

We omit 21 disclosures in whole and 17 in part, and we report 6 as not applicable. The 17 omitted in part are 2-7, 2-8, 2-19, 201-2, 202-1, 205-2, 302-2, 305-3, 306-3, 306-5, 401-3, 403-8, 403-9, 404-1, 405-1, 407-1 and 417-1. Table 32.7 gives the reason for each omission, the record that will close it and the date by which we will hold it.

Table 32.7

Omitted disclosures, the reason and the record that closes each

DISCLOSURES OMITTED	REASON	RECORD THAT CLOSES IT	DUE
2-7 (full-time and part-time split); 2-8, 403-8 and 403-9 (the canteen contractor's workers); 405-1 (age groups)	Information incomplete: omitted in part	HR master list by category, gender, age group and contract type; the canteen contractor's headcount	31 March 2027
2-17, 2-18	Information incomplete	Record of partner briefings and the partners' annual review	31 March 2027
2-19 (partner remuneration), 2-21	Information incomplete: 2-21 omitted in whole, 2-19 in part	Salaries register summary by grade	31 March 2027
2-28, 201-4, 202-2, 206-1, 402-1	Information incomplete	Legal and compliance register: memberships, government assistance, local hiring, legal actions and notice periods	31 March 2027

Table 32.7 continues on the next page

Table 32.7, continued

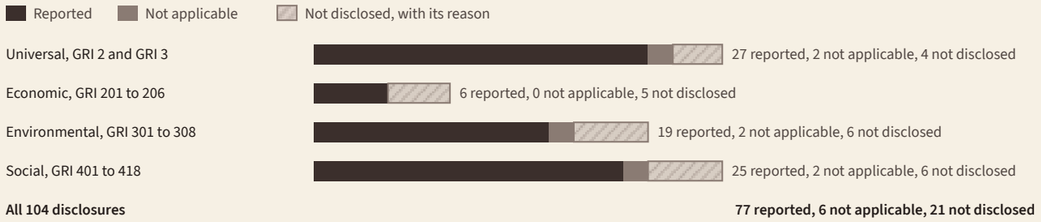
DISCLOSURES OMITTED	REASON	RECORD THAT CLOSES IT	DUE
201-1	Information incomplete	Financial statements of the LLP's first period	With the FY 2026-27 report
205-2 (communication)	Information incomplete: omitted in part	Signed employee acknowledgements of the Business Ethics Policy; code acknowledgements in the supplier register	31 March 2027
201-2 (financial effects)	Information incomplete: omitted in part	Climate risk assessment with financial effects	31 March 2028
202-1 (entry-level wage ratio)	Information incomplete: omitted in part	Salaries register with the entry-level wage by category	31 March 2027
204-1, 308-1, 308-2, 407-1 (suppliers), 414-1, 414-2	Information incomplete: 407-1 omitted in part, the others in whole	Supplier register with spend, code acknowledgement and ESG screening	31 March 2027
301-1, 301-2, 301-3	Information incomplete	Purchase records by material and weight; take-back record	31 March 2027
302-2, 305-3 (activity data and emission factors)	Information incomplete: omitted in part; value-chain activity data is compiled from FY 2026-27	Activity data for purchased goods, transport, commuting and waste, with the factors applied	With the FY 2026-27 report
305-6	Information incomplete	Refrigerant service records for any cooling equipment on site	31 March 2027
306-3 (April to July 2025), 306-5 (route by stream)	Information incomplete: omitted in part; the stamped receipts start in August 2025	Twelve monthly vendor receipts with route and weight by stream; the vendor's authorisation	31 March 2027
401-1, 401-3 (parental leave for men)	Information incomplete: 401-3 omitted in part, 401-1 in whole; only the Form 10 maternity register is held	HR master list with joining and leaving dates and parental leave by gender	31 March 2027
404-1 (programmes without a signed roster; average by employee category)	Information incomplete: omitted in part; the declared programmes, the two sessions of 3 October 2025 among them, have no signed roster, and the rosters are not summarised by category	A signed roster for every training session, summarised by employee category	31 March 2027
416-2, 417-1 (product categories assessed for labelling), 417-2	Information incomplete: 417-1 omitted in part, 416-2 and 417-2 in whole	Customer incident and labelling log under SZA-COMP-12	31 March 2027

38 disclosures: 21 omitted in whole and 17 in part (2-7, 2-8, 2-19, 201-2, 202-1, 205-2, 302-2, 305-3, 306-3, 306-5, 401-3, 403-8, 403-9, 404-1, 405-1, 407-1 and 417-1).

Figure 89

Of the 104 GRI disclosures indexed, 77 are reported, 6 not applicable and 21 omitted with a reason.

GRI disclosures indexed, by series and by status



Counted over the index tables; the three GRI 1 statements are not disclosures. Every omission carries its reason and due date in the table.

Source: Tables 32.1 to 32.7, and 33.1 for the count of disclosures.

33

Alignment with other frameworks

Our disclosures map to all nine NGRBC principles, SASB apparel metrics, the four TCFD pillars and nine SA 8000 elements.

BRSR | SASB CG-AA | TCFD and IFRS S2 | SA 8000:2014



Picture 45

Table 33.1 lists eight frameworks that map onto this report: the GRI Standards, the six further frameworks named in Section 3 and the ISO management system standards of our certificates. It states how we use each and how far this report reaches against it. This section maps four of them in detail: the National Guidelines on Responsible Business Conduct with the BRSR, the SASB standard for apparel, accessories and footwear, the TCFD recommendations with IFRS S2, and SA 8000:2014.

Table 33.1

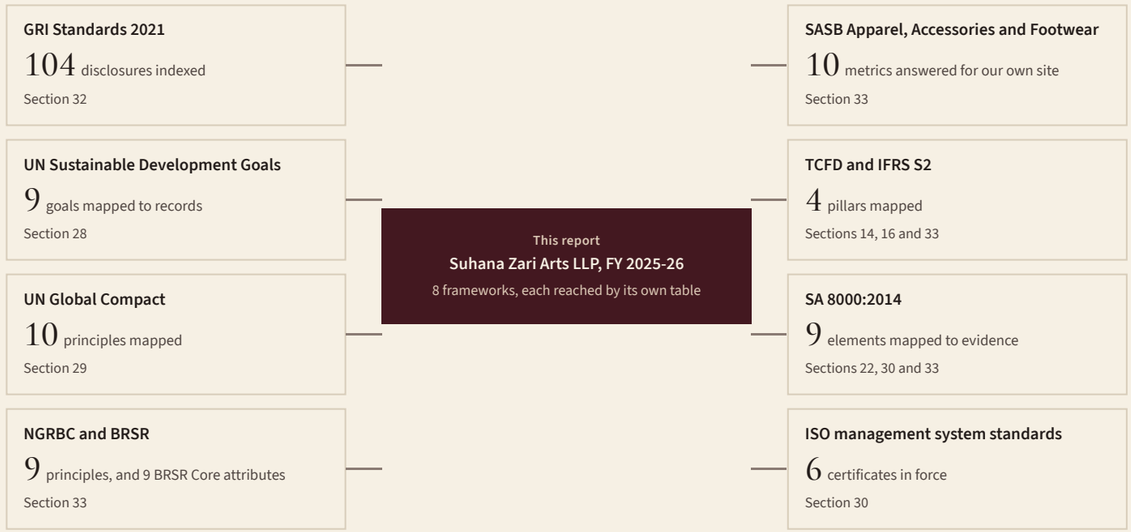
Frameworks, the basis on which we use each and how far this report reaches

FRAMEWORK	BASIS OF USE	HOW FAR THIS REPORT REACHES	WHERE
GRI Standards 2021	With reference to	104 disclosures indexed, each located or omitted with its reason	Section 32
UN Sustainable Development Goals	Mapping	Nine goals mapped to FY 2025-26 records	Section 28
UN Global Compact	Frame for practice; not a signatory	All ten principles mapped to evidenced practice	Section 29
NGRBC and BRSR	Applied voluntarily; SEBI prescribes the BRSR for listed companies	All nine principles, the BRSR structure and the nine BRSR Core attributes mapped	Section 33
SASB Apparel, Accessories and Footwear	Industry metrics	Ten metrics mapped: three answered in full, two in part for our own site, five from FY 2026-27 records	Section 33
TCFD and IFRS S2	Climate disclosure pillars	Four pillars mapped; Scope 1, 2 and 3 disclosed	Sections 14, 16 and 33
SA 8000:2014	Certified system	Nine elements mapped to evidence	Sections 22, 30 and 33
ISO management system standards	Certified systems	Six ISO certificates in force at 31 March 2026	Section 30

Figure 90

Eight frameworks map onto this report, from 104 GRI disclosures to nine SA 8000 elements.

Frameworks mapped, with the count of items each reaches



Each count is read from the framework's own table (Tables 28.1, 29.1, 30.1, 32.1 to 32.6, 33.2, 33.4 to 33.7); the section in which each is reported from Table 33.1.

Source: Tables 28.1, 29.1, 30.1, 32.1 to 32.6, 33.2, 33.4, 33.5, 33.6, 33.7 and 33.1.

33.1 NGRBC and the BRSR

Report for listed companies.

Voluntary alignment

SEBI prescribes the Business Responsibility and Sustainability

We are an unlisted limited liability partnership, and we apply the BRSR structure and its nine principles voluntarily, so that an Indian buyer or lender can read our disclosures in the form it knows. Table 33.2 maps each principle to the sections that answer it.

Every principle maps to a section and to a record from the year. Principle 3, the well-being of employees, rests on our ISO 45001: 2018 system, the ESI coverage for every employee that our SA 8000 statement for 2025 declares, and no recordable injury. Principle 5 rests on our SA 8000:2014 certification and the complaint register, which records no complaint from August 2025 to March 2026.

BRSR Core

The nine BRSR Core attributes are the indicators SEBI selects for assurance. We report eight of the nine. They include Scope 2 emissions of 143.79 tCO_2e, water withdrawal of 3,673 KL, 0 MT of hazardous waste and no fatality or lost-time injury. The ninth, input material from small producers, is reported from FY 2026-27, when the supplier register opens.

Table 33.2

The nine NGRBC principles, where we report each and the FY 2025-26 evidence

NGRBC PRINCIPLE	WHAT IT ASKS	WHERE WE REPORT	FY 2025-26 EVIDENCE
Principle 1	Ethics, transparency and accountability	Sections 5 and 23	ISO 37001:2016 certified; Business Ethics Policy SZA-COMP-06; 0 whistleblower complaints, August 2025 to March 2026
Principle 2	Goods and services that are sustainable and safe	Sections 18 and 25	Customer Health and Safety Policy SZA-COMP-12; Product End of Life Policy SZA-COMP-06; no chemicals used in manufacturing
Principle 3	Well-being of employees and value chain workers	Sections 19, 20 and 21	ISO 45001:2018 certified; ESI coverage for all employees, as declared in the SA 8000 statement for 2025; 0 recordable injuries
Principle 4	Responsiveness to stakeholders	Section 12	SA 8000 stakeholder communication, receipt stamped by the fire brigade office on 5 January 2026
Principle 5	Respect for human rights	Section 22	SA 8000:2014 certified; Labour and Human Rights Policy SZA-COMP-13; 0 labour-rights violations
Principle 6	Protection and restoration of the environment	Sections 16, 17 and 18	ISO 14001:2015 certified; White category consent; Scope 1, 2 and 3 inventory for the year
Principle 7	Responsible public and regulatory policy engagement	Section 23	Anti-bribery controls under ISO 37001:2016 govern every dealing with public officials
Principle 8	Inclusive growth and equitable development	Section 26	Hand embroidery employment at the site; community activity described in Section 26
Principle 9	Responsible engagement with consumers	Sections 23 and 25	ISO 9001:2015 and ISO/IEC 27001:2022 certified; business-to-business supply to a single couture house

Table 33.3

BRSR sections and where this report answers each

BRSR SECTION	CONTENT	WHERE WE REPORT
Section A, part I	Details of the entity	Sections 3 and 6
Section A, part II	Products and services	Sections 6, 7 and 25
Section A, part III	Operations: one licensed site in Mumbai	Section 6
Section A, part IV	Employees	Section 19
Section A, part V	Holding, subsidiary and associate companies: the LLP is the only entity in the boundary	Section 3

Table 33.3 continues on the next page

Table 33.3, continued

BRSR SECTION	CONTENT	WHERE WE REPORT
Section A, part VI	Corporate social responsibility	Section 26
Section A, part VII	Transparency and disclosure compliances, including complaints by stakeholder group	Sections 12, 22 and 23
Section B	Policy and management processes	Section 15
Section B	Governance, leadership and oversight	Section 5
Section C	Principle-wise performance, essential and leadership indicators	NGRBC table in Section 33
BRSR Core	Nine attributes selected for assurance	BRSR Core table in Section 33

Table 33.4

BRSR Core attributes and our FY 2025-26 values

BRSR CORE ATTRIBUTE	INDICATOR	FY 2025-26	WHERE REPORTED
Greenhouse gas footprint	Scope 1 emissions	0.050 tCO_2e	Section 16
Greenhouse gas footprint	Scope 2 emissions, location-based	143.79 tCO_2e	Section 16
Greenhouse gas footprint	Intensity, Scopes 1 to 3	1.28 tCO_2e per person	Section 16
Water footprint	Withdrawal	3,673 KL, MCGM supply only	Section 17
Water footprint	Intensity	7.42 KL per person	Section 17
Water footprint	Discharge	Domestic effluent to the MCGM sewer	Section 17
Energy footprint	Total energy within the organisation	729.82 GJ	Section 16
Energy footprint	Renewable share of electricity	0%	Section 16
Energy footprint	Intensity	1.47 GJ per person	Section 16
Embracing circularity	Hazardous waste	0 MT	Section 18
Embracing circularity	Non-hazardous waste on vendor receipts, August 2025 to March 2026	0.082 MT	Section 18
Embracing circularity	Electronic waste recycled	16 articles	Section 18
Employee well-being and safety	Fatalities; lost-time injuries	0; 0	Section 20
Employee well-being and safety	Employees covered under the ESI Act	100%, as the company declares in its SA 8000 statement for 2025	Section 20
Gender diversity	Wages paid to women as a share of total wages	0%: no female employees	Section 19
Gender diversity	POSH complaints	0	Section 22
Inclusive development	Input material sourced from small producers	Not disclosed: information incomplete: supplier register opens in FY 2026-27	Section 24
Fairness with customers and suppliers	Confirmed data breaches	0, as the company declares	Section 23
Openness of business	Concentration of sales	One customer, a single Mumbai couture house	Section 6

33.2 SASB Apparel, Accessories and Footwear

Our own site first

The SASB standard measures chemicals in products, supplier environmental and labour performance, and raw material sourcing. Our SA 8000 statement for 2025 records that no chemicals are used in manufacturing, and the Consent to Operate declares no process emission. Our certification to SA 8000:2014 by Ozone Sustainability Management Systems answers the labour audit metric for our own facility.

We answer three of the ten metrics in full. Two, CG-AA-430a.1 and CG-AA-430b.1, concern supplier facilities, and we answer them in part, for our own site. The other five concern supplier facilities and purchased raw materials, and we answer them from FY 2026-27, when the supplier register, supplier assessments and purchase records by material begin.

Table 33.5

SASB Apparel, Accessories and Footwear metrics and our response

SASB CODE	METRIC	OUR RESPONSE	WHERE REPORTED
CG-AA-250a.1	Processes to maintain compliance with restricted substances regulations	Customer Health and Safety Policy SZA-COMP-12; no chemicals used in manufacturing (SA 8000 statement, 2025)	Section 25
CG-AA-250a.2	Processes to assess and manage risks or hazards associated with chemicals in products	No chemical process on site under the Consent to Operate of 17 December 2025	Section 25
CG-AA-430a.1	Supplier facilities in compliance with wastewater discharge permits	Answered in part, for our own site: domestic effluent only, to the MCGM sewer; supplier facilities from the FY 2026-27 register	Sections 17 and 24
CG-AA-430a.2	Supplier facilities that have completed the Higg Facility Environmental Module or an equivalent	Not disclosed: information incomplete: supplier assessments begin in FY 2026-27	Section 24
CG-AA-430b.1	Supplier facilities audited to a labour code of conduct, and the share audited by a third party	Answered in part, for our own site: certified to SA 8000:2014 by a third-party body; supplier audits from FY 2026-27	Sections 22 and 24
CG-AA-430b.2	Priority non-conformance rate and corrective action rate for supplier labour audits	Not disclosed: information incomplete: supplier audits begin in FY 2026-27	Section 24
CG-AA-430b.3	Greatest labour and environmental, health and safety risks in the supply chain	Risks described with our risk register	Sections 14 and 24
CG-AA-440a.3	Priority raw materials, the factors that threaten their sourcing and our management strategy	Not disclosed: information incomplete: purchase records by material begin in FY 2026-27	Section 24
CG-AA-440a.4	Priority raw materials purchased, and the share certified to a third-party standard	Not disclosed: information incomplete: purchase records by material begin in FY 2026-27	Section 24
CG-AA-000.A	Number of tier-one suppliers and suppliers beyond tier one	Not disclosed: information incomplete: supplier register opens in FY 2026-27	Section 24

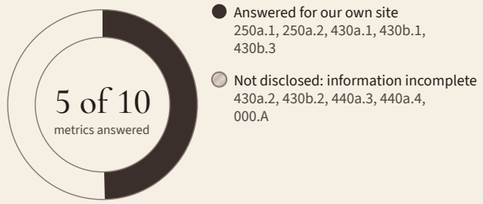


Figure 91

Five of the ten SASB apparel metrics are answered for our own site; five await supplier and purchase records.

SASB CG-AA metrics, by whether this report answers them

SASB Apparel, Accessories and Footwear metrics, codes without the CG-AA prefix.

Source: Table 33.5.

33.3 TCFD and IFRS S2

Four pillars

Governance of climate matters sits with the partners, and our Environment Policy SZA-COMP-15 assigns senior management its environmental targets. Section 14 describes the climate risks and opportunities of a single urban workshop, and scenario analysis and financial effects are outside the scope of this report.

Scope 1 emissions were 0.050 tCO_2e, Scope 2 emissions 143.79 tCO_2e and Scope 3 emissions 488.52 tCO_2e. Scope 2 is location-based, and the market-based figure is the same because we hold no renewable energy certificate. Our targets are 100% renewable electricity by 2035 and net zero by 2040.

Table 33.6

TCFD recommendations and IFRS S2 requirements, and where we answer each

PILLAR	RECOMMENDED DISCLOSURE	WHERE WE REPORT	WHAT THIS REPORT PROVIDES
Governance	Oversight of climate-related risks and opportunities, and management's role	Sections 5 and 14	The partners oversee the business; the Environment Policy SZA-COMP-15 assigns senior management its environmental targets
Strategy	Climate-related risks and opportunities and their effect on the business	Section 14	Risks and opportunities described; scenario analysis and financial effects are outside the scope of this report
Risk management	Processes to identify, assess and manage climate-related risks	Section 14	Climate risks handled within the site's risk register
Metrics and targets	Scope 1 emissions	Section 16	0.050 tCO_2e
Metrics and targets	Scope 2 emissions, location-based	Section 16	143.79 tCO_2e
Metrics and targets	Scope 3 emissions	Section 16	488.52 tCO_2e
Metrics and targets	Climate targets	Section 31	100% renewable electricity by 2035 and net zero by 2040, against a 2024 base year (Environment Policy)
IFRS S2	Cross-industry metrics: transition and physical risk exposure, capital deployment, internal carbon price, remuneration	Section 14	Not disclosed: information incomplete: climate risk assessment with financial effects due by 31 March 2028
IFRS S2	Industry-based metrics	Section 33	SASB Apparel, Accessories and Footwear metrics, mapped metric by metric

33.4 SA 8000:2014

Nine elements

Our social accountability system is certified to SA 8000:2014 by Ozone Sustainability Management Systems, and each of the standard's nine elements maps to a record from the year. Our SA 8000 statement for 2025 records no charge sheet, suspension, dismissal or warning notice, and no fine deducted from wages.

Our SA 8000 statement for 2025 records every worker paid at or above the statutory minimum of INR 16,490 a month, by the 7th of every month. The Managing Director approved the Social Accountability Training Planner for 2026 on 2 January 2026, and it schedules training for the Social Performance Team, the workers' committee and the grievance committee every quarter.

Table 33.7

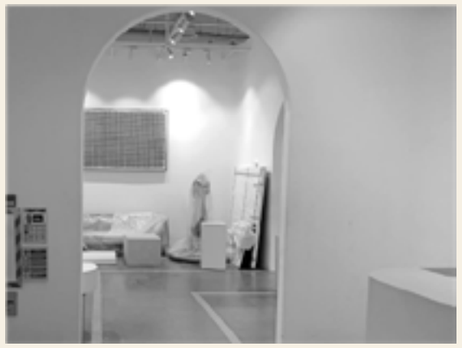
SA 8000 elements, our practice and the FY 2025-26 evidence

SA 8000 ELEMENT	OUR PRACTICE	FY 2025-26 EVIDENCE	WHERE REPORTED
1. Child labour	Child Labour Policy SZA-COMP-10; age verified before hiring	Lowest age on the Form 7 register is 20; Form 27 records no adolescent or child worker in 2025	Section 22
2. Forced or compulsory labour	Labour and Human Rights Policy SZA-COMP-13	0 forced or bonded labour incidents	Section 22
3. Health and safety	ISO 45001:2018 system and a health and safety committee	0 recordable injuries; mock drills on 16 October 2025 and 15 January 2026	Section 20
4. Freedom of association and right to collective bargaining	Freedom of Association and Collective Bargaining policy SZA/FOA/PL/27	No workers' union formed; representatives chosen by free election; four karigar members on the health and safety committee	Section 22
5. Discrimination	Anti-Discrimination Policy SZA-COMP-11; POSH Internal Committee	0 harassment or discrimination complaints; four POSH awareness programmes in 2025	Section 22
6. Disciplinary practices	Grievance Policy SZA/GRI/PL/11	Nil charge sheets, suspensions, dismissals and warning notices; no fines deducted (SA 8000 statement, 2025)	Section 22
7. Working hours	Monday to Saturday working week, with Sunday the weekly rest day	203 working days on the complaint register, August 2025 to March 2026	Sections 7 and 22
8. Remuneration	Remuneration Policy SZA/REM/PL/45; Living Wage Policy SZA-COMP-14	100% at or above the statutory minimum of INR 16,490 a month; wages paid by the 7th of each month	Section 19
9. Management system	SA 8000:2014 certified by Ozone Sustainability Management Systems	Social Accountability Training Planner for 2026 approved on 2 January 2026	Sections 22 and 30

34 Forward roadmap

We commit to 45 dated actions from FY 2026-27, each with an owner, starting with metered water and quarterly committee meetings.

GRI 2-24, 2-25, 3-3 | NGRBC Principles 1 to 9



Picture 46

We commit to 45 dated actions from FY 2026-27: 15 that complete our framework disclosures and 30 that improve how we run the site and keep its records. Each action has an owner and a due date, and each rests on a policy, a regulation, a target in Section 31 or a record from FY 2025-26.

34.1 Completing our framework disclosures

One record for each omission

Every disclosure we omit in the GRI index, and every SASB, BRSR or IFRS S2 metric we cannot yet answer, closes when a specific record exists. Most of these records are due by 31 March 2027, so that the FY 2026-27 report can print them. They include the HR master list by category, gender and age group, the supplier register with spend and screening, purchase records by material and twelve months of weighed waste receipts.

34.2 Environment

Metering first

From FY 2026-27 the facility team will file monthly readings of both BEST meters with the company's return. Our partners' message of May 2026 set 30 September 2026 for metering the MCGM water supply. Its readings are to be taken every month and set against the 7,500 litres a day the Consent to Operate permits for domestic use.

We will keep twelve monthly waste receipts with a weight for every stream, hold the collecting vendor's authorisation, and record a weight on every electronic waste manifest. We will test every drinking water dispenser and cooler every six months, as our SA 8000 statement sets, with a corrective action and a retest for any result outside IS 10500:2012.

Earlier commitments

By 31 March 2027 the Managing Director will complete the rooftop solar feasibility study and the rainwater harvesting design that our FY 2024-25 report dated to FY 2026-27. The Compliance Manager will adopt a carbon-accounting method with activity data for Scope 3.

34.3 People and safety

Quarterly committee meetings

Rule 73-J of the Maharashtra Factories Rules requires a safety committee meeting at least once a quarter. The committee met once, on 15 January 2026, against that quarterly rule, and from FY 2026-27 it will meet every quarter, with minutes that name each action, its owner and its date. We will hold a mock drill every three months, as our SA 8000 statement sets, each with a dated drill record.

The certifying surgeon examined 307 workers in January 2026, and in January 2027 the examination will cover the whole workforce. Our hazard identification and risk assessment of 13 May 2026 sets rearranged seating and marked access pathways for karigars seated next to a wall, and gives 30 June 2026 as its review date. From FY 2026-27 every first-aid case will be entered in a log.

Headcount and wages

By 31 March 2027 the Compliance Manager will compile an HR master list at 31 March, by category, gender and age group. The food-basket living-wage benchmark published for FY 2024-25 is reset from FY 2026-27: the Managing Director will set it under the Living Wage Policy SZA-COMP-14 and revise wages every year.

Figure 92

Forty-five actions set FY 2026-27, 23 due in March 2027, on the road to net zero by 2040.

Actions by due month, FY 2026-27; milestones to 2040



The year's 45 actions from Tables 34.1 to 34.4, counted by due month, 23 of them in March 2027; an open circle counts the recurring ones. Milestones from Table 34.6.

Source: Tables 34.1, 34.2, 34.3, 34.4 and 34.6.

Table 34.1

Framework items and the record, owner and date that close each

FRAMEWORK ITEM	RECORD THAT CLOSES IT	OWNER	DUE
GRI 2-7, 2-8, 403-8, 403-9, 405-1; BRSR employees	HR master list at 31 March, by category, gender and age group, from payroll; the canteen contractor's headcount	Compliance Manager	31 March 2027
GRI 401-1, 401-3	Joining and leaving dates, and parental leave by gender, on the HR master list	Compliance Manager	31 March 2027
GRI 2-21, 202-1	Salaries register summary by grade and a living wage benchmark	Managing Director	31 March 2027
GRI 302-1, 305-2	Monthly readings of both BEST meters filed with the company's return	Facility team	Monthly from FY 2026-27
GRI 303-3 to 303-5	A meter on the MCGM supply with monthly readings	Facility team	30 September 2026, as the partners' message of May 2026 sets
GRI 302-2, 305-3	Activity data for purchased goods, transport, commuting and waste, with the factors applied	Compliance Manager	With the FY 2026-27 report
GRI 305-6	Refrigerant service records for any cooling equipment	Facility team	31 March 2027
GRI 306-3 to 306-5	Twelve monthly receipts with route and weight by stream; the vendor's authorisation	Compliance Manager	31 March 2027
GRI 204-1, 205-2, 308-1, 414-1; SASB CG-AA-000.A and 430	Supplier register with spend, code acknowledgement and ESG screening; signed employee acknowledgements of the Business Ethics Policy	Senior Compliance Manager	31 March 2027

Table 34.1 continues on the next page

Table 34.1, continued

FRAMEWORK ITEM	RECORD THAT CLOSES IT	OWNER	DUE
GRI 301-1 to 301-3; SASB CG-AA-440a	Purchase records by material and weight	Senior Compliance Manager	31 March 2027
GRI 2-17, 2-18	Record of partner briefings and the partners' annual review	Partners	31 March 2027
GRI 3-1, 3-2	Materiality assessment with worker and customer input, scored and validated	Senior Compliance Manager	31 March 2027
GRI 201-1	Financial statements of the LLP's first period	Partners	With the FY 2026-27 report
IFRS S2 cross-industry metrics; TCFD strategy	Climate risk assessment with financial effects	Managing Director	31 March 2028
GRI 2-28, 201-4, 202-2, 206-1, 402-1, 416-2, 417-1, 417-2	Legal and compliance register, and a customer incident and labelling log under SZA-COMP-12	Compliance Manager	31 March 2027

Table 34.2

Environment commitments for FY 2026-27

COMMITMENT	OWNER	DUE	REASON
File monthly readings of both BEST meters with the data return	Facility team	Monthly from FY 2026-27	Month-by-month records for GRI 302-1 and 305-2
Meter the MCGM water supply and record readings every month	Facility team	30 September 2026, as the partners' message of May 2026 sets	Consent to Operate: 7,500 litres a day for domestic use
Keep twelve monthly waste receipts with weight by stream, and hold the collecting vendor's authorisation	Compliance Manager	31 March 2027	Eight stamped receipts, August 2025 to March 2026
Record a weight on every electronic waste manifest	Compliance Manager	Each consignment	One manifest of 16 articles on 26 December 2025
Complete the rooftop solar feasibility study and decide the installation	Managing Director	31 March 2027	FY 2024-25 report commitment; 100% renewable electricity by 2035
Complete a rainwater harvesting design for 25% of demand	Managing Director	31 March 2027	FY 2024-25 report commitment
Adopt a carbon-accounting method with Scope 3 activity data	Compliance Manager	31 March 2027	FY 2024-25 report commitment
Run two ambient air and noise rounds a year and an illumination survey of every working area	Compliance Manager	31 March 2027	Two rounds in FY 2025-26, August and November 2025
Test every drinking water dispenser and cooler every six months, with a corrective action and retest for any result outside IS 10500:2012	Facility team	Every six months	SA 8000 statement for 2025: testing once in six months
Introduce compostable garment pouches	Senior Compliance Manager	31 March 2027	FY 2024-25 report commitment

34.4 Governance and data

Policies and management systems

Reissuing the policy set in the name of Suhana Zari Arts LLP, with one document code and one review date for each policy, is due by 30 September 2026. By 31 March 2027 we will hold an internal audit of the integrated management system and a management review, and we will keep all seven certificates current through their surveillance and recertification audits.

Table 34.3

People and safety commitments for FY 2026-27

COMMITMENT	OWNER	DUE	REASON
Hold a health and safety committee meeting every quarter, with minutes naming actions, owners and dates	Committee chair	Quarterly from FY 2026-27	Rule 73-J, Maharashtra Factories Rules; one meeting on 15 January 2026
Hold a mock drill every three months, each with a dated drill record	Compliance Manager	Quarterly	SA 8000 statement for 2025: once in three months; 2 drills documented
Extend the annual medical examination by the certifying surgeon to the whole workforce	Compliance Manager	January 2027	307 workers examined on 20 and 28 January 2026
Put in place the evacuation-access controls set by the hazard identification and risk assessment	Health and safety committee	30 June 2026, the assessment's review date	Review date set by the assessment of 13 May 2026
Keep a first-aid log for every case	Compliance Manager	From FY 2026-27	2 first-aid cases on the company return
Compile an HR master list at 31 March, by category, gender and age group	Compliance Manager	31 March 2027	GRI 2-7 and 405-1; BRSR employee disclosures
Set a living wage benchmark by food-basket analysis and revise wages each year	Managing Director	31 March 2027	Living Wage Policy SZA-COMP-14; the food-basket living-wage benchmark published for FY 2024-25 is reset from FY 2026-27
Log duration and attendance for every session in the 2026 training planner	Compliance Manager	Quarterly	Social Accountability Training Planner for 2026
Run an annual confidential employee survey	Senior Compliance Manager	31 March 2027	Satisfaction targets of 4.5 by 2027 and 4.7 by 2030
Keep the complaint register for all twelve months, attested every month	Compliance Manager	Monthly from FY 2026-27	Register kept daily, August 2025 to March 2026
Hold a POSH Internal Committee meeting and awareness programme every quarter	POSH Internal Committee	Quarterly	Four programmes in calendar 2025

The Senior Compliance Manager will open a supplier register with code acknowledgements and send an ESG questionnaire to tier-one suppliers by 31 March 2027. From FY 2026-27 the Compliance Manager will keep incident registers for corruption, fraud, information security and data privacy.

Review and reporting

The partners will review every target against its record by 31 March 2027, together with the mid-term review of intensity goals that our FY 2024-25 report set for FY 2026-27. We will publish the FY 2026-27 report in May 2027.

34.5 Review calendar and milestones

A fixed cadence

Ten forums and reviews meet on a fixed cycle, from the quarterly health and safety committee to the yearly certification surveillance. Table 34.5 sets each beside its FY 2025-26 record.

The targets in Section 31 run from October 2025 to 2040. The next milestones are metered water and the supplier register in FY 2026-27, and the last is net zero carbon emissions in 2040.

Table 34.4

Governance and data commitments for FY 2026-27

COMMITMENT	OWNER	DUE	REASON
Reissue the policy set in the name of Suhana Zari Arts LLP, with one document code and one review date per policy	Senior Compliance Manager	30 September 2026	Annual policy review clause in each policy
Hold an internal audit of the integrated management system and a management review	Managing Director	31 March 2027	ISO 9001, ISO 14001 and ISO 45001 requirements
Complete the surveillance and recertification audits of all seven certificates	Senior Compliance Manager	Each cycle	Seven certificates in force at 31 March 2026
Open incident registers for corruption, fraud, information security and data privacy	Compliance Manager	From FY 2026-27	Business Ethics Policy SZA-COMP-06; GRI 205-3 and 418-1
Open a supplier register with code acknowledgements, and send an ESG questionnaire to tier-one suppliers	Senior Compliance Manager	31 March 2027	Sustainable Procurement Policy SZA-COMP-15
Refresh the materiality assessment with worker and customer input	Senior Compliance Manager	31 March 2027	Biennial review set in the FY 2024-25 report
Review every target in Section 31 against its record, with the mid-term review of intensity goals	Partners	31 March 2027	FY 2024-25 report checkpoint for FY 2026-27
Obtain independent assurance of selected disclosures each year	Partners	Every year	Target of annual external assurance
Publish the FY 2026-27 sustainability report	Partners	May 2027	This report published in May 2026



Figure 93

Thirteen of the thirty roadmap commitments fall due on 31 March 2027, and twelve are standing or recurring.

Roadmap commitments by month due, from the environment, people and governance tables

One dot a commitment of the roadmap, under the month it falls due.

Source: Tables 34.2, 34.3 and 34.4.

Table 34.5

Forums and reviews, their frequency and the FY 2025-26 record

FORUM OR REVIEW	FREQUENCY	OWNER	FY 2025-26 RECORD
Health and safety committee	Every quarter	Committee chair	1 meeting, 15 January 2026
POSH Internal Committee	Every quarter	Presiding Officer	4 meetings with awareness programmes in calendar 2025
Social Performance Team	Every quarter	SA management representative	Training planner approved on 2 January 2026
Mock drills	Every quarter	Compliance Manager	2, on 16 October 2025 and 15 January 2026
Ambient air and noise monitoring	Twice a year	Compliance Manager	21 August and 3 November 2025

Table 34.5 continues on the next page

Table 34.5, continued

FORUM OR REVIEW	FREQUENCY	OWNER	FY 2025-26 RECORD
Drinking water testing	Twice a year	Facility team	Samples of 12 August 2025 and 4 February 2026
Medical examination by the certifying surgeon	Every year	Compliance Manager	20 and 28 January 2026
Internal audit and management review	Every year	Managing Director	Scheduled for January 2026 in the training planner
Target and policy review	Every year	Partners	The target register in Section 31
Certification surveillance	Every year	Senior Compliance Manager	Seven certificates in force at 31 March 2026

Table 34.6

Milestones set by our targets and commitments, FY 2026-27 to 2040

YEAR	MILESTONES SET BY OUR TARGETS AND COMMITMENTS
FY 2026-27	Metered water; solar feasibility study; rainwater harvesting design; carbon-accounting method; compostable pouches; supplier register; HR master list; mid-term review; 10% energy-intensity reduction
2027	Scope 1 down 15%, Scope 2 down 10% and energy intensity down 10%; 12 training hours per employee; 100% supplier code signing; wages 30% above the statutory minimum; 100% circular packaging
2028	90% of strategic suppliers audited; 80% raw material traceability; air pollutant emissions down 30%; injury rate down 30%; closed-loop greywater system
2029	75% of water reused; discrimination grievances and fraud incidents halved
2030	Scope 1 down 25%, Scope 2 down 20%; 90% waste diversion; 75% certified materials; 10,000 trees; 50% gender representation; first long-term checkpoint in FY 2029-30
2032	Zero liquid discharge; 50% recycled input materials
2035	100% renewable electricity; supplier-related Scope 3 down 50%
2040	Net zero carbon emissions

35

Appendix A: ESG data pack

Nineteen tables carry our four-year data, from 202.52 MWh of grid electricity to 307 workers examined in January 2026.

GRI 2-4, 302, 303, 305, 306, 403, 404, 405 | NGRBC Principles 1 to 9



Picture 47

These 19 tables carry our ESG data for FY 2025-26 and the three years before it. Appendix B sets out the period, boundary, standards and records behind them.

How to read the tables

The entry n/c marks an earlier year that is not comparable year on year. Intensities are stated per person of our workforce of 495, the two partners included.

35.1 Environment

Grid electricity

The two BEST accounts serving our licensed units supplied 202.52 MWh in FY 2025-26.

Table 35.1

Energy consumption within the organisation, MWh (GRI 302-1)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Grid electricity, two BEST accounts (MWh)	205.78	203.25	198.53	202.52	Two BEST accounts serving the licensed units
Petrol, company motorcycle (MWh)	0.28	0.27	0.21	0.207	Mobile combustion, company-owned vehicle
Diesel for generators (MWh)	0	0	0	0	Nil: the Consent to Operate declares no DG set
LPG and other fuels (MWh)	n/c	n/c	n/c	0	Nil: the consent declares no fuel combustion
Renewable electricity, generated or bought (MWh)	n/c	n/c	n/c	0	Nil: LT II commercial tariff, no green-power charge
Total energy within the organisation (MWh)	206.06	203.52	198.74	202.73	Grid electricity and petrol

n/c: not comparable year on year.

Energy outside the organisation, 469.814 MWh, enters only the value-chain totals.

Table 35.2

Energy in gigajoules, intensity and shares (GRI 302-1 to 302-3)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Grid electricity (GJ)	740.808	731.700	714.708	729.08
Petrol, company motorcycle (GJ)	1.008	0.972	0.756	0.745
Total energy within the organisation (GJ)	741.82	732.67	715.46	729.82
Energy intensity (GJ per person)	1.52	1.48	1.45	1.47
Grid electricity, share of metered energy	99.9%	99.9%	99.9%	99.9%
Renewable share of electricity	n/c	n/c	n/c	0%
Energy outside the organisation (MWh)	541.47	495.76	477.441	469.814
Total energy including the value chain (MWh)	747.53	699.28	676.181	672.542
Total energy including the value chain (GJ)	2,691.11	2,517.41	2,434.25	2,421.15

n/c: not comparable year on year. 1 MWh equals 3.6 GJ.

Emissions

Location-based Scope 2 emissions are 143.79 tCO_2e on the CEA grid factor of 0.710 tCO_2e per MWh, and emissions across the three scopes total 632.36 tCO_2e.

Table 35.3

Greenhouse gas emissions by scope (GRI 305-1 to 305-4)

SCOPE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Scope 1, company-owned petrol motorcycle (tCO_2e)	0.069	0.066	0.051	0.050
Scope 1, stationary combustion (tCO_2e)	n/c	n/c	n/c	0
Scope 2, purchased electricity, location-based (tCO_2e)	145.69	143.90	140.56	143.79
Scope 2, market-based (tCO_2e)	145.69	143.90	140.56	143.79
Scope 3, value chain (tCO_2e)	548.4	534.24	496.45	488.52
Total, Scopes 1, 2 and 3 (tCO_2e)	694.16	678.21	637.06	632.36
Emission intensity, Scopes 1 to 3 (tCO_2e per person)	1.42	1.37	1.29	1.28

n/c: not comparable year on year. Grid emission factor for FY 2025-26: 0.710 tCO_2e per MWh, CEA CO_2 Baseline Database for the Indian Power Sector, version 21.0.

Withdrawal of 3,673 KL totals the twelve months of the company's return, from the MCGM supply our Consent to Operate names as the only source. It averaged 134.2% of the 7,500 litres a day the Consent to Operate permits.

Table 35.4

Water withdrawal, discharge and reuse (GRI 303-3 to 303-5)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Municipal supply, MCGM (KL)	4,189	3,170	3,758	3,673	Company's return, twelve months
Groundwater (KL)	0	0	0	0	Nil: the consent names MCGM supply as the only source
Rainwater harvested (KL)	0	0	0	0	Nil: the consent names MCGM supply as the only source
Total water withdrawal (KL)	4,189	3,170	3,758	3,673	Municipal supply only
Domestic water permitted (litres a day)	n/c	n/c	n/c	7,500	Consent to Operate, 17 December 2025
Average withdrawal against the consented quantity	n/c	n/c	n/c	134.2%	10,063 litres a day withdrawn against 7,500 permitted
Process, cooling and boiler water permitted (litres a day)	n/c	n/c	n/c	0	Consent to Operate
Domestic effluent declared (litres a day)	n/c	n/c	n/c	500	Consent to Operate; to the MCGM sewer
Discharge, domestic effluent to the MCGM sewer (KL)	n/c	n/c	n/c	182.5	Domestic effluent only, as the Consent to Operate provides
Water consumption (KL)	n/c	n/c	n/c	3,490.5	Domestic use; the consent permits no process water
Water recycled or reused (KL)	n/c	n/c	n/c	0	Nil: no treatment or reuse capability on site
Recycled share of withdrawal	n/c	n/c	n/c	0%	Nil reuse
Water intensity (KL per person)	n/c	n/c	n/c	7.42	Withdrawal per person of the workforce of 495, the partners included

n/c: not comparable year on year.

Waste

Eight stamped vendor receipts, August 2025 to March 2026, total 0.082 MT, and 16 e-waste articles went to an authorised recycler.

Table 35.5

Waste collected and directed to recovery (GRI 306-3 to 306-5)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Non-hazardous waste (MT)	103.87	103.21	99.95	0.082	FY 2025-26: eight stamped monthly vendor receipts, August 2025 to March 2026
Of which general waste, paper and used covers (kg)	n/c	n/c	n/c	36.0	Vendor receipts
Of which fabric cut bits (kg)	n/c	n/c	n/c	26.0	Vendor receipts
Of which food and sanitary waste (kg)	n/c	n/c	n/c	20.0	Vendor receipts

Table 35.5 continues on the next page

Table 35.5, continued

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Collections with a stamped receipt (count)	n/c	n/c	n/c	8	One a month, August 2025 to March 2026
Hazardous waste (MT)	0	0	0	0	Nil: the consent declares none under the 2016 Rules
E-waste to an authorised recycler (articles)	n/c	n/c	n/c	16	Manifest MFS00/25/512, pickup 26 December 2025
Waste segregation streams (count)	n/c	n/c	n/c	4	Company's waste record, e-waste kept apart

n/c: not comparable year on year.

Both ambient air rounds, on 21 August and 3 November 2025, are within every NAAQS limit.

Table 35.6

Ambient air quality, two rounds in FY 2025-26 (GRI 305-7)

PARAMETER (µG/M³)	21 AUGUST 2025, NEAR WORKING AREA	3 NOVEMBER 2025, NEAR MAIN GATE	NAAQS LIMIT	FY 2024-25
PM10	39.97	37.91	100	53.01
PM2.5	24.97	26.21	60	32.22
Sulphur dioxide, SO_2	7.14	7.41	80	11.45
Nitrogen dioxide, NO_2	11.28	11.40	80	14.99
Sampling	Eight hours, 28°C, 63% RH	Eight hours, 30°C, 56% RH	As printed	December 2024
Laboratory report	EAEPL/A/08/25/01799	EAEPL/A/11/25/02319	NAAQS 2009	Report of the December 2024 round

FY 2025-26 rounds: Enviro Analysts and Engineers Pvt. Ltd., NABL accredited; samples drawn by the laboratory. The FY 2024-25 column is the December 2024 round.

Noise and light

Daytime noise read 62.5 and 53.1 dB(A) Leq against a 75 dB(A) norm, and illumination read 382.2 lux against 300 to 500 lux.

Table 35.7

Noise and illumination at the site (GRI 403-7)

MEASUREMENT	DATE AND LOCATION	RESULT	NORM PRINTED ON THE REPORT	LABORATORY REPORT
Ambient noise, daytime	21 August 2025, near working area	62.5 dB(A) Leq	75 dB(A), CPCB daytime norm	EAEPL/N/08/25/01800
Ambient noise, daytime	3 November 2025, near main gate	53.1 dB(A) Leq	75 dB(A), CPCB daytime norm	EAEPL/N/11/25/02320
Illumination	21 August 2025, near working area	382.2 lux	300 to 500 lux, IS 3646 (Part 1) 1992	EAEPL/IL/08/25/01800A

Enviro Analysts and Engineers Pvt. Ltd.; area readings, not personal exposure measurements.

Against IS 10500:2012, the August 2025 sample met every limit the laboratory assessed, and the February 2026 sample detected total coliform, the one result outside the standard.

Table 35.8

Drinking water quality against IS 10500:2012 (GRI 403-3)

PARAMETER	UNIT	IS 10500:2012 ACCEPTABLE LIMIT	12 AUGUST 2025, WATER COOLER	4 FEBRUARY 2026, DISPENSER
pH at 25°C	pH	6.5 to 8.5	6.95	6.56
Colour	Hazen units	5	BLQ	BLQ
Odour	Sensory	Agreeable	Agreeable	Agreeable
Taste	Sensory	Agreeable	Agreeable	Not tested after the microbiological result
Turbidity	NTU	1	0.59	0.52
Chloride as Cl	mg/l	250	30.0	13.0
Residual free chlorine	mg/l	0.2 minimum, chlorinated water only	BLQ	BLQ
Fluoride as F	mg/l	1.0	BLQ	BLQ
Iron as Fe	mg/l	0.3	BLQ	BLQ
Total hardness as $CaCO_3$	mg/l	200	64.0	41.0
Total dissolved solids	mg/l	500	130.0	72.0
Total coliform bacteria	per 100 ml	Shall not be detectable	Not detected	Detected
E. coli	per 100 ml	Shall not be detectable	Not detected	Not detected
Parameters conforming	Count	13 reported	12 of 12 assessed	10 of 11 assessed
Sample drawn by	Custody	As stated on the report	Laboratory	Company, tested as received
Laboratory report	Reference	Spectro SSA Labs, NABL accredited	M250812006	M260204021

Spectro SSA Labs Private Limited, part of Eurofins Scientific SE. BLQ: below the limit of quantification. Residual free chlorine is not applicable: its 0.2 mg/l minimum applies to chlorinated water only, and the laboratory assessed no conformity for it in either sample. Taste in the February 2026 sample is not tested: the laboratory did not test it after the microbiological result. The one result outside IS 10500:2012 is total coliform in the February 2026 sample.

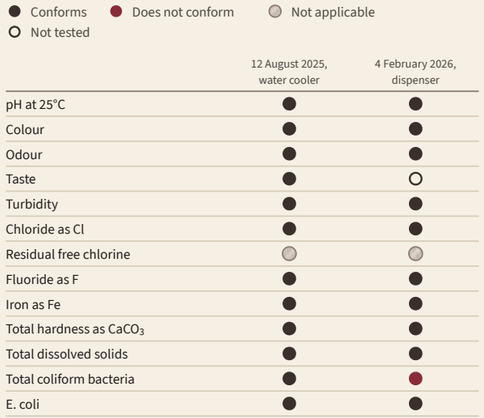


Figure 94

Drinking water met every applicable limit tested, except total coliform in the February 2026 sample.

Drinking water parameters against IS 10500:2012, two samples

Not applicable: Residual free chlorine (limit 0.2 minimum, chlorinated water only). Not tested: taste on 4 February 2026, not tested after the microbiological result.

Source: Table 35.8.

35.2 Social

Workforce

Our workforce is 495, the two partners included, and Form 7 records all 307 persons examined in January 2026 as male.

Table 35.9

Workforce by category and gender (GRI 2-7, 405-1)

CATEGORY (PERSONS)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Governance body, male (the partners)	2	2	2	2
Senior executives, male	8	8	8	8
Administrative and support, male	21	25	25	25
Technical and skilled, male	68	70	70	70
Semi-skilled and operational, male	390	390	390	390
Women, every category	0	0	0	0
Total workforce, the two partners included	489	495	495	495
Persons examined by the certifying surgeon	n/c	n/c	n/c	307

The five categories sum to the total: 2, 8, 25, 70 and 390 make 495. Form 27 for 2025 declares no female worker, and Form 7 records the 307 persons examined on 20 and 28 January 2026 as male. n/c: not comparable year on year.

All employees are men, as Form 27 for 2025 declares; the POSH Internal Committee received no complaint in 2025.

Table 35.10

Gender, diversity and harassment (GRI 405-1, 406-1)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Female share of employees	0%	0%	0%	0%	Form 27 for 2025: no female worker
Male share of employees	100%	100%	100%	100%	Form 27 for 2025 and Form 7
Women in executive positions	0%	0%	0%	0%	No woman employed in any category
Women in the governance body	0%	0%	0%	0%	The two partners, both men
Underrepresented groups in top management	0%	0%	0%	0%	Top management of the LLP
Facility accessible to persons with disabilities	100%	100%	100%	100%	The one licensed site
Employees trained in diversity, equity and inclusion	100%	100%	100%	100%	The company's declaration; not on the three signed rosters
Harassment incidents reported	0	0	0	0	Complaint register; POSH report for 2025
Complaints to the POSH Internal Committee, calendar 2025	n/c	n/c	n/c	0	POSH Internal Committee annual report, filed 2 January 2026
POSH awareness programmes with IC meetings, calendar 2025	n/c	n/c	n/c	4	17 January, 17 April, 30 July, 10 October 2025

Table 35.10 continues on the next page

Table 35.10, continued

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Maternity benefit requests, July 2025 to March 2026	n/c	n/c	n/c	0	Form 10 register, monthly entries
Female retention rate	n/c	n/c	n/c	Not applicable: no women employed	Form 27 and Form 7

n/c: not comparable year on year.

Safety

Nil counts rest on Form 27 for 2025, the accident register for March 2026 and the company's return, over 1,042,965 hours worked in the year.

Table 35.11

Work-related injuries and ill health (GRI 403-9, 403-10)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Work-related fatalities	0	0	0	0	Form 27 for 2025; accident register, March 2026
High-consequence work-related injuries	0	0	0	0	Form 27 for 2025; SA 8000 statement 2025; accident register, March 2026
Recordable work-related injuries	n/c	n/c	n/c	0	Form 27 for 2025; accident register, March 2026; company's return
Lost-time injuries	0	0	0	0	Company's return; Form 27 for 2025
Restricted work cases	0	0	0	0	Company's return
First-aid cases, not recordable	2	0	0	2	Company's return
Near misses reported	0	0	0	0	Company's return
Days lost to lost-time injuries	0	0	0	0	Company's return
Process safety incidents	0	0	0	0	Nil: no chemical process on site
Recordable work-related ill health	0	2	0	0	Form 27 for 2025: no notifiable disease
Fatalities from work-related ill health	0	0	0	0	Form 27 for 2025; all 307 examined fit
Main types of work-related ill health	n/c	n/c	n/c	Nil	Form 7 and Form 27 name no occupational disease
Hours worked	1,046,949	1,059,795	1,059,795	1,042,965	All permanent employees, April 2025 to March 2026
Hours worked per employee	2,141	2,141	2,141	2,107	Per permanent employee

n/c: not comparable year on year.

The certifying surgeon found all 307 persons examined in January 2026 fit, and two drills carry dated records.

Table 35.12

Health coverage and safety systems (GRI 403-3 to 403-8)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Covered by medical insurance under ESI	100%	100%	100%	100%	The company's declaration in its SA 8000 statement 2025: all employees
Workforce covered by the OHS management system (persons)	489	495	495	495	The whole workforce, the partners included; ISO 45001:2018 certified
Persons examined by the certifying surgeon	n/c	n/c	n/c	307	Form 7, 20 and 28 January 2026, all fit
Share of employees medically examined	99%	100%	100%	62.0%	Form 7 register, January 2026
Employees trained on health and safety	98%	100%	100%	100%	The company's declaration in its SA 8000 statement 2025: 494 employees trained, the number the statement also gives as receiving wages
First-aiders trained and available	9	9	9	9	Company's return; training of 3 October 2025
Emergency drills with a dated record	n/c	n/c	n/c	2	16 October 2025 and 15 January 2026
Safety committees	1	1	1	1	Health and safety committee, minuted 15 January 2026
Karigar members of the safety committee	n/c	n/c	n/c	4	Committee attendance, 15 January 2026
Employees covered by the safety committee	100%	98%	100%	100%	Company's return; one committee, one site
Monthly PPE availability checks, September 2025 to March 2026	n/c	n/c	n/c	7	Thimble, glasses, mask and gloves, each available

n/c: not comparable year on year.

Training

Signed rosters record 810 attendances and 780 person-hours of training, or 1.6 hours per employee.

Table 35.13

Training and performance review (GRI 404-1, 404-3)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Ethics training (hours)	2	2	2	2
Ergonomics, daily reinforcement (hours)	175	180	182.5	182.5
Fire safety (hours)	3.5	4	4	3
First aid (hours)	2	2	2	3
Workplace health and safety (hours)	2	2	2	2

Table 35.13 continues on the next page

Table 35.13, continued

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Employee code of conduct (hours)	2	2	2	2
Environment (hours)	2	2	2	2
Attendances on signed training rosters	n/c	n/c	n/c	810
Training on signed rosters (person-hours)	n/c	n/c	n/c	780
Average training hours per employee, on signed rosters	n/c	n/c	n/c	1.6
Covered by performance appraisal	100%	100%	100%	100%
Receiving annual performance feedback	100%	100%	100%	100%
High-performer retention rate	88%	90%	92%	92%
Average performance rating (out of 10)	8.4	8.7	8.9	8.9
Given an annual salary appraisal	88%	92%	94%	94%

Fire safety and first aid: the company's return, one session each on 3 October 2025 for 9 employees. FY 2025-26 programme hours are the company's declaration and are not on the signed rosters. Signed rosters: 16 October 2025, 8 and 15 January 2026; their attendances, person-hours and average cover those three sessions only. n/c: not comparable year on year.

The average wage of INR 305,000 exceeds INR 197,880, the annual equivalent of the INR 16,490 monthly minimum in our SA 8000 statement.

Table 35.14

Wages and benefits (GRI 202-1, 401-2, 405-2)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Average annual wage (INR)	275,000	290,000	305,000	305,000	All permanent employees
Average annual wage, men (INR)	n/c	n/c	n/c	305,000	Every employee is male
Average annual wage, women (INR)	n/c	n/c	n/c	Not applicable: no women employed	Form 27 and Form 7
Gender pay gap	n/c	n/c	n/c	Not applicable: no women employed	Form 27 and Form 7
Statutory minimum wage notified (INR a month)	n/c	n/c	n/c	16,490	SA 8000 statement 2025
Statutory minimum wage, annual equivalent (INR)	n/c	n/c	n/c	197,880	SA 8000 statement 2025, notified minimum
Employees paid at or above the statutory minimum	n/c	n/c	n/c	100%	SA 8000 statement 2025, Minimum Wages Act
Workers who received wages, calendar 2025	n/c	n/c	n/c	494	SA 8000 statement 2025
Wage payment date	n/c	n/c	n/c	7th of each month	SA 8000 statement 2025
Fines deducted from wages	n/c	n/c	n/c	Nil	SA 8000 statement 2025
Covered under the ESI and EPF Acts	n/c	n/c	n/c	All employees, as the company declares	SA 8000 statement 2025

n/c: not comparable year on year.

Rights

The complaint register records no complaint on any of its 203 working days, and the lowest age on Form 7 is 20.

Table 35.15

Labour and human rights (GRI 2-25, 407-1, 408-1, 409-1)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	NOTE
Labour-rights violations reported	0	0	0	0	Complaint register; SA 8000:2014 held
Human-rights violations reported	0	0	0	0	Complaint register; SA 8000:2014 held
Child-labour incidents	0	0	0	0	Lowest age on the Form 7 register is 20
Forced or bonded labour incidents	0	0	0	0	Complaint register
Harassment or discrimination complaints	0	0	0	0	Complaint register; POSH report for 2025
Employee grievances raised	11	46	32	0	Complaint register, August 2025 to March 2026
Employee grievances resolved	11	43	32	0	None raised in FY 2025-26
Working days covered by the complaint register	n/c	n/c	n/c	203	Daily entries, 1 August 2025 to 31 March 2026
Social-dialogue engagements	26	24	28	1	Health and safety committee meeting, 15 January 2026
Joint committees for health, safety and welfare	5	6	6	1	Health and safety committee
Collective bargaining coverage	77%	100%	100%	None: no union formed	Policy SZA/FOA/PL/27
Adolescent and child workers	n/c	n/c	n/c	0	Form 27 for 2025
Lowest age on the Form 7 register (years)	n/c	n/c	n/c	20	Form 7, January 2026
Contracted and outsourced processes	n/c	n/c	n/c	Nil	SA 8000:2014 certificate scope

n/c: not comparable year on year.

35.3 Governance

Code-of-conduct and whistleblower counts rest on our SA 8000 statement and the grievance and whistleblower register. Confirmed corruption, information-security and data-breach incidents are nil for FY 2025-26, as the company declares, and the incident registers that will record them open in FY 2026-27. Ethics, anti-bribery and information-security training of 100% is the company's declaration and is not on the three signed training rosters.

Table 35.16

Ethics, integrity and information security (GRI 205-2, 205-3, 418-1)

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Code-of-conduct violations	0	0	0	0
Whistleblower complaints received	0	0	0	0
Confirmed corruption incidents	0	0	0	0, as the company declares
Employees trained in ethics and anti-bribery	100%	100%	100%	100%, as the company declares
Confirmed information-security incidents	0	0	0	0, as the company declares
Confirmed data breaches	0	0	0	0, as the company declares
Employees trained in information security	95%	100%	100%	100%, as the company declares
Vendor data-protection compliance	n/c	n/c	n/c	100%, as the company declares
Disciplinary actions: charge sheets, suspensions, dismissals, warnings	n/c	n/c	n/c	Nil
Useful suggestions under the Factories Act scheme, 2025	n/c	n/c	n/c	0

Code of conduct and discipline: SA 8000 statement 2025. Whistleblower complaints: grievance and whistleblower register, August 2025 to March 2026. Suggestions: Form 27 for 2025. Confirmed corruption, information-security and data-breach incidents for FY 2025-26: the incident registers that will record them open in FY 2026-27. Vendor data-protection compliance: the supplier register opens by 31 March 2027. Ethics and information-security training, FY 2025-26: the company's declaration; neither is on the three signed rosters. n/c: not comparable year on year.

Supply chain

We embroider for a single Mumbai couture house, and our SA 8000:2014 certificate records no contracted or outsourced process.

Table 35.17

Supply chain and service providers, FY 2025-26 (GRI 2-6, 308, 414)

ITEM	FY 2025-26	RECORD
Customer	A single Mumbai couture house	Company's statement
Contracted and outsourced processes	Nil	SA 8000:2014 certificate scope
Sustainable Procurement Policy	SZA-COMP-15, issued 23 January 2025	Policy document
Supplier code of conduct, tier-one suppliers	Target: 100% signed by 2026	Procurement policy, section 4
Full sustainability audits of strategic suppliers	Target: 90% by 2028	Procurement policy, section 4
Raw materials from certified sustainable suppliers	Target: 75% by 2027, 100% by 2030	Procurement policy, section 4

Table 35.17 continues on the next page

Table 35.17, continued

ITEM	FY 2025-26	RECORD
Authorised e-waste recycler engaged	1, authorised by MPCB	Manifest MFS00/25/512
Waste collection vendor engaged	1, Mazgaon, Mumbai	Eight stamped monthly receipts
Accredited laboratories engaged	2: Enviro Analysts and Engineers; Spectro SSA Labs; both NABL accredited	Signed test reports
Canteen	Operated through a contractor	Form 27 for 2025

Targets are as set in the policy; their baselines and progress are reported in the targets section.

We held seven management system certificates at 31 March 2026, shown by standard and certifying body.

Table 35.18

Management system certificates held at 31 March 2026

STANDARD	MANAGEMENT SYSTEM	CERTIFYING BODY	HELD AT 31 MARCH 2026
ISO 9001:2015	Quality	Royal Impact Certification Ltd	Yes
ISO 14001:2015	Environment	Royal Impact Certification Ltd	Yes
ISO 45001:2018	Occupational health and safety	Royal Impact Certification Ltd	Yes
ISO/IEC 27001:2022	Information security	QRO	Yes
ISO 37001:2016	Anti-bribery	QRO	Yes
ISO 28000:2022	Supply-chain security	UK Certification & Inspection Limited	Yes
SA 8000:2014	Social accountability	Ozone Sustainability Management Systems	Yes

Certificates are shown by standard and certifying body.

35.4 Further measures

The further measures below cover FY 2022-23 to FY 2024-25.

Table 35.19

Further measures, FY 2022-23 to FY 2024-25

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25
Waste recycled, share of waste generated	3%	5%	7%
Employees from underrepresented groups	10.96%	13.55%	14.62%
Employee satisfaction on diversity and inclusion (out of 5)	4.6	5	4.8
Grievances resolved through the social dialogue mechanism	100%	67%	96%
Average response time to concerns (days)	9.8	9.2	6.5
Living-wage benchmark, local food basket (INR)	122,000	125,000	128,000
Suppliers with mitigation plans implemented	45%	75%	100%

Table 35.19 continues on the next page

Table 35.19, continued

MEASURE	FY 2022-23	FY 2023-24	FY 2024-25
Supplier training (hours)	60	60	100
Suppliers found non-compliant	18%	12%	8%
Non-compliance remediated within three months	60%	100%	100%

36

Appendix B: Basis of preparation

Our FY 2025-26 figures cover one licensed site in Byculla East for twelve months, with reference to the GRI Standards 2021.

GRI 1, 2-2 to 2-4, 302-1, 305-1 to 305-4 | NGRBC Principles 1 and 6



Picture 48

This appendix states the period, boundary, standards, units and conventions of the report, and the records from which each topic is compiled, so that a reader or a verifier can trace each topic to its documents.

36.1 Entity, boundary and period

The reporting entity

The report covers Suhana Zari Arts LLP, LLPIN ACP-9243. The LLP was incorporated as a new legal person on 17 July 2025, under section 12(1) of the Limited Liability Partnership Act 2008, on Form 16 under Rule 11(3) of the Limited Liability Partnership Rules 2009. That is the certificate issued on a fresh incorporation, and it names no converting firm or company. The business traded at the same site before that date as Suhana Zari Arts. This report covers the whole of FY 2025-26 for the business at the site.

A change of name on two registers

The monthly waste disposal record and the seal on the Form D equal remuneration register change name between their October and November 2025 entries. Both move from Suhana Zari Arts to Suhana Zari Arts LLP. That is a change in the name in which the records are kept.

Boundary and period

The boundary is our one licensed site: Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027, as the factory licence and the Consent to Operate name it. We apply operational control. We have no subsidiary or joint venture, and our SA 8000:2014 certificate records contracted and outsourced processes as nil. The period is 1 April 2025 to 31 March 2026, and the report is published in May 2026.

Calendar-year records

The Form 27 annual return, the POSH Internal Committee's annual report and our SA 8000 social performance statement are kept by calendar year, and each is cited for 2025.

Table 36.1

Reporting entity, boundary and period

ELEMENT	POSITION IN THIS REPORT	RECORD
Reporting entity	Suhana Zari Arts LLP, LLPIN ACP-9243	Certificate of Incorporation, Form 16
Incorporation	17 July 2025, section 12(1) of the LLP Act 2008; a fresh incorporation	Certificate of Incorporation
Earlier trading name	Suhana Zari Arts, on site records to October 2025	Waste disposal record; Form D register seal
Site	Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027	Factory licence; Consent to Operate
Activity	Hand embroidery of garment panels and accessories	Certificate scopes; Consent to Operate
Consolidation	Operational control; one site, no subsidiary or joint venture	SA 8000:2014 certificate scope
Reporting period	1 April 2025 to 31 March 2026	Financial year
Calendar-year records	Form 27, POSH annual report and SA 8000 statement, each cited for 2025	Each document's own period
Comparatives	FY 2022-23 to FY 2024-25, or n/c where not comparable	Earlier-year columns of Appendix A
Publication	May 2026	Company
Framework	With reference to the GRI Standards 2021	GRI content index
Consent category	White category, Maharashtra Pollution Control Board	Consent to Operate, 17 December 2025
Workers permitted on any day	500	Factory licence, from 4 March 2026

36.2 Standards, units and conventions

Standards

We report with reference to the GRI Standards 2021. Emissions are reported by scope as the GHG Protocol defines them, and Scope 2 follows the GHG Protocol Scope 2 Guidance.

Units

Energy is reported in megawatt-hours and gigajoules, with 1 MWh equal to 1,000 kWh and to 3.6 GJ. Emissions are in tonnes of carbon dioxide equivalent, water in kilolitres of 1,000 litres, and waste in metric tonnes or kilograms. Intensity ratios are stated per person of the workforce of 495, the two partners included.

Conventions

Columns for FY 2022-23 to FY 2024-25 give the three earlier years; Table 16.10 also gives FY 2021-22, the first year of our FY 2024-25 report's Scope 3 table. The entry n/c marks a year that is not comparable year on year. Earlier-year water withdrawal, lost-time injuries, restricted work cases, first-aid cases, near misses, days lost, occupational ill health, first-aiders and the safety committee come from the company's records; other earlier-year figures are those of our FY 2024-25 report, with the restatements of Table 36.4. The company's return means our monthly data return for FY 2025-26.

36.3 Energy

Grid electricity

The two BEST accounts serving the licensed units, meters T201225 and 4080341, are billed to the utility account holder for the premises. We report electricity on a billing basis. Each account's bill of May 2026 prints BEST's past-consumption history, and we read each month as the billing month it is labelled with.

Meter 4080341 prints 0 kWh for August 2025, and we report that month at 0 kWh. The April 2026 month on each history falls after the period and is excluded. A third BEST account, which serves premises outside the licensed units, is excluded. Grid electricity for FY 2025-26 is 202,521 kWh, or 202.52 MWh, which Table 36.2 sets out by meter.

Energy

Total energy within the organisation is 202.73 MWh, or 729.82 GJ: grid electricity and 0.207 MWh of petrol for the company motorcycle. Grid electricity is 99.9% of it, and energy intensity is 1.47 GJ per person.

Table 36.2

Grid electricity by meter, FY 2025-26

BEST METER	TARIFF	FY 2025-26 KWH
T201225	LT II commercial	68,902
4080341	LT II commercial	133,619
Two accounts	LT II commercial, no green-power charge	202,521

Past-consumption histories printed on each account's bill of May 2026, read by billing month; April 2026 excluded. Meter 4080341 prints 0 kWh for August 2025.

Energy outside the organisation, 469.814 MWh, enters only the value-chain totals of 672.542 MWh and 2,421.15 GJ.

36.4 Greenhouse gas emissions

Scope 2

We report Scope 2 by the location-based and market-based methods for the electricity of the two BEST accounts. The location-based factor is 0.710 tCO_2e per MWh, the weighted average emission rate for the Indian grid in the Central Electricity Authority's CO_2 Baseline Database for the Indian Power Sector, version 21.0. The CEA rate covers carbon dioxide, which has a global warming potential of 1, so it reads unchanged in tCO_2e. Location-based emissions are 143.79 tCO_2e. The market-based figure is the same: both accounts bill on BEST's LT II commercial tariff with no green-power charge, we hold no renewable energy certificate, and no contractual instrument or residual-mix factor is applied.

Scope 1 and Scope 3

Scope 1 of 0.050 tCO_2e is the company motorcycle's petrol. The Consent to Operate declares no boiler, generator or process emission, so no stationary source adds to it. Scope 3, the value chain, is 488.52 tCO_2e. Emissions across the three scopes total 632.36 tCO_2e, or 1.28 tCO_2e per person.

Table 36.3

Emission factors and conversions applied in this report

QUANTITY	FACTOR	UNIT	PUBLISHER	VERSION AND VINTAGE	APPLIED TO
Grid electricity, Scope 2 location-based	0.710	tCO_2e per MWh	Central Electricity Authority, Government of India	CO_2 Baseline Database for the Indian Power Sector, version 21.0, December 2025; weighted average emission rate	FY 2025-26
Grid electricity, Scope 2 market-based	0.710	tCO_2e per MWh	Central Electricity Authority, Government of India	Same factor; no contractual instrument or residual-mix factor applied	FY 2025-26
Grid electricity, Scope 2, earlier years	0.708	tCO_2e per MWh	Central Electricity Authority, Government of India	The factor of the FY 2022-23 to FY 2024-25 Scope 2 series	FY 2022-23 to FY 2024-25
Electricity to energy	3.6	GJ per MWh	SI unit definition	Definition	Every year

36.5 Water, waste and the working environment

Water

The Consent to Operate names the MCGM municipal supply as our only source and permits 7,500 litres a day for domestic use, with no process, cooling or boiler water. Withdrawal of 3,673 KL is compiled from the twelve months of the company's return, which records each month in units against a column printed in kilolitres; we read each unit as one kilolitre. Discharge of 182.5 KL is domestic effluent to the MCGM sewer, as the Consent to Operate provides, and consumption is 3,490.5 KL. Groundwater, rainwater and reuse are nil under the Consent to Operate, and water intensity is 7.42 KL per person.

Waste

Non-hazardous waste of 0.082 MT is compiled from the weights on eight stamped monthly vendor receipts, August 2025 to March 2026. They record 36.0 kg of general waste, paper and used covers, 26.0 kg of fabric cut bits and 20.0 kg of food and sanitary waste. Used water bottles appear on the same receipts in mixed units and are excluded from the weight.

E-waste is the 16 articles on manifest MFS00/25/512, handed to an authorised recycler on 26 December 2025, reported in the unit the manifest uses.

The working environment

Air, noise, illumination and drinking water results are printed as each laboratory reported them, against the limit printed on the report. Air and noise are area readings near the working area and the main gate, not personal exposure measurements. The laboratory drew the drinking water sample of 12 August 2025; we drew the sample of 4 February 2026, which the laboratory tested as received.

36.6 People, safety, training and governance

Workforce and hours

The workforce is 495 persons, the two partners included, in five categories: the governance body of 2, 8 senior executives, 25 administrative and support staff, 70 technical and skilled employees and 390 semi-skilled and operational workers. The Form 27 annual return for 2025 declares no female worker, and every one of the 307 entries on the Form 7 register reads M. Hours worked in the year are 1,042,965, and hours per employee are 2,107.

Safety counts

Fatalities and injuries rest on the Form 27 annual return and our SA 8000 statement for calendar 2025, the register of accidents for March 2026 and the company's return for the whole year. First-aid cases, restricted work cases and near misses rest on the company's return, and first-aid cases are not recordable under GRI 403-9. The share of employees medically examined, 62.0%, rests on the 307 persons on the Form 7 register. We report injuries as counts, without a rate.

Training and wages

Training of 780 person-hours is compiled from the signed rosters of three sessions, on 16 October 2025 and on 8 and 15 January 2026, which count attendances rather than distinct persons. Training per employee on those rosters is 1.6 hours. Training coverage and programme hours that no signed roster records, for ethics and anti-bribery, diversity and inclusion, information security, workplace health and safety, the code of conduct and environment, are the company's declaration, and they are not added to the roster totals. The statutory minimum wage of INR 16,490 a month, the wage payment date and ESI and EPF coverage come from our SA 8000 statement for 2025.

Governance and certification

Code-of-conduct, disciplinary and whistleblower counts come from our SA 8000 statement for 2025 and the grievance and whistleblower register for August 2025 to March 2026. Certification is reported by standard and certifying body from the seven certificates held at 31 March 2026.

36.7 Restatements

Our FY 2024-25 report set out four-year series for waste, water and electricity. Its waste series stays in the comparative columns. Its water withdrawal is replaced by our monthly data return, the record behind the FY 2025-26 figure, and its water discharge, consumption and reuse, which rest on that withdrawal, print n/c. Its electricity series stays in the comparative columns, and from FY 2025-26 we compile electricity meter by meter from the bills of the two accounts. Where that report gives two values for one quantity, the comparative is the value in its data tables. Table 36.4 gives each old value, the new value and the reason, once.

Table 36.4

Restatements

SERIES	VALUE IN THE FY 2024-25 REPORT	VALUE IN THIS REPORT	REASON
E-waste share of waste, FY 2024-25	6%	16 articles in FY 2025-26	The manifest records a count of articles, the unit reported
Water withdrawal, four years as labelled	305.82, 310.22, 308.41 and 289.21 KL	4,189, 3,170 and 3,758 KL for FY 2022-23 to FY 2024-25	Replaced by our monthly data return, the record behind the FY 2025-26 figure; the tables are also labelled a year early
Water discharge, consumption and reuse, as labelled	Discharge and consumption 305.82, 259.22, 254.41 and 227.21 KL; reuse 0, 51, 54 and 62 KL	n/c	They rest on the withdrawal the monthly return replaces

Table 36.4 continues on the next page

Table 36.4, continued

SERIES	VALUE IN THE FY 2024-25 REPORT	VALUE IN THIS REPORT	REASON
Grid electricity, FY 2022-23 to FY 2024-25	64.44, 63.65 and 62.17 MWh	205.78, 203.25 and 198.53 MWh	Restated to the level of the FY 2025-26 BEST bills of the two accounts serving the licensed units; the earlier series names no meter or account
Scope 2, FY 2022-23 to FY 2024-25	45.62, 45.06 and 44.02 tCO_2e in the data table; 46.49 for FY 2024-25 in the narrative	145.69, 143.90 and 140.56 tCO_2e	Restated with grid electricity, at the earlier years' factor of 0.708 tCO_2e per MWh
Total emissions, FY 2022-23 to FY 2024-25	594.092, 579.37 and 540.518 tCO_2e; 46.54 for FY 2024-25 in the narrative, Scopes 1 and 2 only	694.16, 678.21 and 637.06 tCO_2e	Restated with Scope 2; the summary table covers all three scopes
Energy totals in GJ, FY 2022-23 to FY 2024-25	232, 210 and 224 GJ	741.82, 732.67 and 715.46 GJ	Restated with grid electricity; each printed total also differed from the sum of its own rows
Scope 1 plus 2 totals, FY 2022-23 to FY 2024-25	43.09, 39.23 and 41.7 tCO_2e	Not used	Each printed total is below the electricity line above it
Anti-bribery training, FY 2022-23	100% on page 46; 98% on page 44	100%	The p46 governance table value is kept

36.8 Nil positions and source documents

A nil in this report is a statement taken from a controlled document, such as the Consent to Operate's declaration that the site runs no boiler or generator, or the company's own declaration, as for confirmed corruption, information-security and data-breach incidents. Table 36.5 names the document for each documented nil, and Table 36.6 lists every document behind the data with its issuer and period.

Table 36.5

Nil and not-applicable positions and the documents that state them

QUANTITY	POSITION	DOCUMENT
Stationary combustion, Scope 1	Nil	Consent to Operate: no process emission, boiler flue gas or DG set
Diesel generator fuel	Nil	Consent to Operate
Hazardous waste	Nil	Consent to Operate, Hazardous Waste Rules 2016
Groundwater and rainwater	Nil	Consent to Operate: MCGM supply the only source
Process, cooling and boiler water	Nil	Consent to Operate: 0 litres a day
Water recycled or reused	Nil	No treatment or reuse installation on site; the consent routes effluent to the MCGM sewer
Renewable electricity	Nil	BEST LT II commercial tariff on both accounts
Process safety incidents	Nil	SA 8000 statement 2025: no chemicals in manufacturing
Women employees, female wage, gender pay gap	Not applicable: no women employed	Form 27 for 2025: no female worker
Board of directors	Not applicable: the partners form the governance body	Certificate of Incorporation: a limited liability partnership
Collective bargaining coverage	None: no union formed	Freedom of Association and Collective Bargaining policy SZA/FOA/PL/27
Contracted and outsourced processes	Nil	SA 8000:2014 certificate scope

Table 36.6

Source documents behind the data

DOCUMENT	ISSUER OR KEEPER	DATE OR PERIOD	SUPPORTS
BEST bills, two accounts	BEST Undertaking	Bills of May 2026; months May 2025 to March 2026	Grid electricity, Scope 2
Consent to Operate, White category	Maharashtra Pollution Control Board	17 December 2025	Water, effluent, nil emissions and hazardous waste
Factory licence, Form 4	Directorate of Industrial Safety and Health	From 4 March 2026	Site, units, workers permitted
Certificate of Incorporation, Form 16	Registrar, Central Registration Centre	17 July 2025	Entity
Ambient air, noise and illumination reports	Enviro Analysts and Engineers Pvt. Ltd.	21 August and 3 November 2025	Air, noise, illumination
Drinking water reports	Spectro SSA Labs Private Limited	12 August 2025 and 4 February 2026	Water quality
E-waste manifest MFS00/25/512	Authorised recycler	Pickup 26 December 2025	E-waste
Waste disposal record	Site, stamped by the vendor	August 2025 to March 2026	Non-hazardous waste
Register of accidents and dangerous occurrences	Site	March 2026, serial 104	Injuries
Form 7 health register	Certifying surgeon	20 and 28 January 2026	307 examined, all fit, all male
Form 27 annual return	Occupier	Calendar 2025, declared 10 January 2026	Nil accidents and notifiable disease; no female worker
POSH Internal Committee annual report	Presiding Officer	Calendar 2025, filed 2 January 2026	Nil complaints; four programmes
Complaint register	Site	1 August 2025 to 31 March 2026	Grievances and whistleblower reports
Health and Safety Committee minutes	Committee	15 January 2026	Committee and members
Mock drill records and training rosters	Site	16 October 2025; 8 and 15 January 2026	Drills, training hours
SA 8000 social performance statement	Company	Year 2025	Wages, ESI and EPF, discipline
Form 10 maternity benefit register	Site	July 2025 to March 2026	Nil requests
Hazard identification and risk assessment	Company	13 May 2026; review due 30 June 2026	Hazard lines, ratings and controls
Minimum wage notification, Schedule 47 Readymade Garments	Labour Commissioner, Maharashtra	4 February 2026, for 1 January to 30 June 2026	Minimum wage rates; the Living Wage Policy floor
Seven management system certificates	Four certifying bodies	Held at 31 March 2026	Certification
Monthly data return	Company	FY 2022-23 to FY 2025-26	Water, safety counts, programme training
Sustainability Report FY 2024-25	Company	51 pages	Earlier-year figures, targets, commitments and the earlier materiality assessment

36.9 Where the data is held and protected

Figures on YOUknit

YOUknit, an ESG data platform, holds our environmental, social and governance series for up to four years, from FY 2022-23 to FY 2025-26. The FY 2025-26 figures on each YOUknit screen printed in this report are also printed in this report, and the note beside each screen names the tables or sections that print them. Two of them differ in form: the Water screen rounds water intensity to 7.4 KL, which Table 17.2 gives as 7.42 KL, and the Health & Safety screen gives coverage by the occupational health and safety management system as a share, where Table 20.1 gives persons. This appendix names the records each topic is compiled from, and Table 36.6 lists each document with its issuer and period, including our FY 2024-25 report, the record for the ratings of its materiality assessment and for the earlier-year figures it supplies. A figure on those screens can therefore be followed to the report, and from the report to its record, at any time of the year, not only when a report is prepared.

Records behind the figures

The records this appendix names include:

- the BEST bills, the Consent to Operate and the factory licence
- the company's monthly data return
- the waste disposal record stamped by the vendor, and the e-waste manifest
- the laboratory reports on air, noise, illumination and drinking water
- the statutory registers and returns, the grievance and whistleblower register and the minutes of the health and safety committee
- the signed training rosters and the mock drill records
- our SA 8000 statement for 2025, the POSH Internal Committee's annual report and the management system certificates
- our FY 2024-25 report
- the Central Electricity Authority's CO_2 Baseline Database, for the grid emission factor

An intensity per person rests on its records and on the units and conversions this appendix states.

The screens in this report

The screens printed here leave out some panels, the year-on-year change markers and some lines, the platform's internal source notes among them; a panel that the edge of the frame cuts through is left out whole, and a register shows only some of its rows.

How the data is protected

The company that provides YOUknit holds ISO/IEC 27001:2022 certification for its information security management system. That certificate covers the provider's own management system within its certified scope; it is not a certification of YOUknit. Our own ISO/IEC 27001:2022 certificate, which Section 30 names, covers our information security management system and is separate from the provider's. Each company's data on YOUknit is held apart, and a login sees only its own company's data.

37

Appendix C: Glossary and abbreviations

The glossary defines 29 terms and 40 abbreviations and units, from BEST and CEA to tCO_2e.

GRI 1 | NGRBC Principle 1



Picture 49

This appendix defines the terms, abbreviations and units the report uses: 29 terms in two alphabetical tables, and 40 abbreviations and units in two more. Where a term names a statutory register, the definition gives the law it is kept under.

Figure 95

Three unit ladders carry the year's electricity, water and waste figures from one unit to the next.

Units used in this report

Electricity

kWh — Kilowatt-hour

MWh — Megawatt-hour, 1,000 kWh

GJ — Gigajoule; 1 MWh equals 3.6 GJ

In this report

202,521 kWh

202.52 MWh

729.08 GJ

Water

litres — Litres

KL — Kilolitre, 1,000 litres

In this report

7,500 litres a day, the consent

3,673 KL withdrawn in the year

Waste

kg — Kilogram

MT — Metric tonne, 1,000 kilograms

In this report

82.0 kg (0.082 MT)

Abbreviations and the emissions unit	
Not comparable year on year	n/c
Tonnes of carbon dioxide equivalent	tCO_2e

Units from Tables 37.2 and 37.4; the year's figures from Tables 16.1, 16.9, 17.2, 18.5 and 35.4.

Source: Tables 16.1, 16.9, 17.2, 18.5, 35.4, 37.2 and 37.4.

37.1 Terms

Table 37.1

Terms used in this report, A to L

TERM	MEANING
Ambient air quality	The concentration of pollutants in outdoor air at a place, tested against the National Ambient Air Quality Standards
Authorised recycler	An e-waste recycler authorised by the state pollution control board under the E-Waste (Management) Rules
Certifying surgeon	A medical practitioner appointed under the Factories Act 1948 to examine workers
Comparative	A prior-year value printed beside the FY 2025-26 value
Consent to Operate	The permission of the Maharashtra Pollution Control Board to operate a site
Form 7	The statutory health register for workers examined by the certifying surgeon
Form 10	The register kept under the Maternity Benefit Act 1961
Form 27	The annual return a factory files under the Maharashtra Factories Rules for each calendar year
Form D	The register kept under Rule 6 of the Equal Remuneration Rules 1976
GHG Protocol	The Greenhouse Gas Protocol standards for corporate emissions accounting, including the Scope 2 Guidance
GRI Standards	The reporting standards of the Global Reporting Initiative; this report uses the 2021 set, with reference to them
Hand embroidery	Embroidery worked by hand on fabric held at a frame, the process our certificates and consent name
Internal Committee	The committee constituted under the POSH Act 2013 to receive and inquire into complaints of sexual harassment
Karigar	Artisan; the designation our rosters and committee minutes give embroidery workers
Location-based method	A Scope 2 method that applies the average emission factor of the grid where the electricity is used
LT II commercial tariff	The BEST low-tension commercial tariff on which both our accounts are billed

Table 37.2

Terms used in this report, M to Z

TERM	MEANING
Market-based method	A Scope 2 method that applies factors from contractual instruments; with none held, the grid factor applies
n/c	Not comparable year on year
Operational control	The approach under which an organisation reports the operations it has authority to direct
Past-consumption history	The twelve-month consumption chart BEST prints on each bill
Scope 1 emissions	Direct emissions from sources an organisation owns or controls
Scope 2 emissions	Indirect emissions from purchased electricity, heat or steam
Scope 3 emissions	All other indirect emissions in the value chain
Segregation stream	A category of waste kept apart at source for collection
Social accountability	The management of labour rights, working conditions and wages that SA 8000 certifies
Value-chain energy	Energy used outside the organisation, upstream or downstream, reported under GRI 302-2

Table 37.2 continues on the next page

Table 37.2, continued

TERM	MEANING
White category	The lowest pollution-potential class in the pollution control boards' classification of industries
Working day	A day the site worked, read from the dated entries of our complaint register
Zari	Metallic thread used in embroidery; zari work is embroidery with it

37.2 Abbreviations and units

Table 37.3

Abbreviations, B to N

ABBREVIATION	MEANING
BEST	Brihanmumbai Electric Supply and Transport Undertaking, our electricity supplier
BLQ	Below the limit of quantification of a laboratory method
CEA	Central Electricity Authority, Government of India
CPCB	Central Pollution Control Board
DG set	Diesel generator set
EPF	Employees' Provident Fund
ESG	Environmental, social and governance
ESI	Employees' State Insurance
FY	Financial year, 1 April to 31 March
GHG	Greenhouse gas
GRI	Global Reporting Initiative
IS	Indian Standard, issued by the Bureau of Indian Standards
ISO	International Organization for Standardization
LLP	Limited liability partnership
LLPIN	LLP identification number
MCGM	Municipal Corporation of Greater Mumbai
MPCB	Maharashtra Pollution Control Board
NAAQS	National Ambient Air Quality Standards
NABL	National Accreditation Board for Testing and Calibration Laboratories
NGRBC	National Guidelines on Responsible Business Conduct

Table 37.4

Abbreviations, O to T, and units

ABBREVIATION OR UNIT	MEANING
OHS	Occupational health and safety
PM10, PM2.5	Particulate matter below 10 and 2.5 micrometres
POSH	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013
PPE	Personal protective equipment
RH	Relative humidity
SA 8000	The social accountability standard of Social Accountability International
SO_2, NO_2	Sulphur dioxide, nitrogen dioxide
TDS	Total dissolved solids
NTU	Nephelometric turbidity unit
dB(A) Leq	Equivalent continuous A-weighted sound level
GJ	Gigajoule; 1 MWh equals 3.6 GJ
INR	Indian rupee
kg	Kilogram
KL	Kilolitre, 1,000 litres
kWh, MWh	Kilowatt-hour; megawatt-hour, 1,000 kWh
lux	Illuminance, lumens per square metre
mg/l	Milligrams per litre
MT	Metric tonne, 1,000 kilograms
tCO_2e	Tonnes of carbon dioxide equivalent
µg/m³	Micrograms per cubic metre

37.3 Conventions

Numbers

A comma separates thousands and a full stop marks decimals, so 1,042,965 hours reads as just over one million. Percentages print with the % sign.

Years and dates

FY 2025-26 is the financial year from 1 April 2025 to 31 March 2026. Calendar 2025 means 1 January to 31 December 2025, the period of the Form 27 annual return, the POSH annual report and our SA 8000 statement. Dates print as day, month and year.

Currency and units

INR is the Indian rupee, and wage figures are annual unless the row states a monthly rate. Energy is reported in MWh and GJ, emissions in tCO_2e, water in KL and waste in MT or kg, as each table heading states.

Comparatives

Columns for FY 2022-23 to FY 2024-25 give the three earlier years. The entry n/c marks a year that is not comparable year on year.

38

Independent assurance statement

Issued by Youniformity Consulting Pvt.Ltd. on selected disclosures.

GRI 2-5



The emergency exit sign over a frosted glass door in its timber frame, Byculla East workshop, September 2025.

To the Partners of Suhana Zari Arts LLP

Youniformity Consulting Pvt. Ltd. (“we”) was engaged by Suhana Zari Arts LLP (“the LLP”) to perform a reasonable assurance engagement on selected sustainability information in the LLP’s Sustainability Report FY 2025-26 (“the Report”) for the year 1 April 2025 to 31 March 2026. The Report covers the LLP alone, under operational control, at its licensed site at Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027. The LLP was incorporated on 17 July 2025 and continues the business that traded at the same site as Suhana Zari Arts; the Report covers that business for all twelve months. This statement is to be placed in Section 38 of the Report. Our engagement covered only the selected information listed below for FY 2025-26. We did not assure any other information in the Report, including figures for FY 2022-23, FY 2023-24 and FY 2024-25, Scope 3 emissions, narrative statements, targets, forward-looking statements, the GRI content index or the framework alignment tables.

Selected information

The selected information is the FY 2025-26 figures below, as reported in the tables named.

Table 38.1

Selected information, FY 2025-26

INDICATOR	FY 2025-26 AS REPORTED	LOCATION IN THE REPORT
Grid electricity, two BEST accounts	202.52 MWh (202,521 kWh)	Table 8.1; Table 36.2
Petrol for the company motorcycle	0.207 MWh	Table 8.1
Energy within the organisation	729.82 GJ	Table 8.1; Section 36.3
Scope 1 GHG emissions	0.050 tCO_2e	Table 8.1; Section 36.4
Scope 2 GHG emissions, location-based and market-based	143.79 tCO_2e	Table 8.1; Section 36.4
Municipal water withdrawn	3,673 KL	Table 8.1; Section 36.5
Non-hazardous waste, August 2025 to March 2026	0.082 MT	Table 8.1; Section 36.5
Electronic waste to an authorised recycler	16 articles	Table 8.1; Section 36.5
Workforce	495 persons	Table 8.2; Section 36.6
Hours worked	1,042,965	Table 8.2; Section 36.6
Fatalities, high-consequence injuries and lost-time injuries	0; 0; 0	Table 8.2; Section 36.6
First-aid cases	2	Table 8.2; Section 36.6
Training on signed rosters	780 person-hours	Table 8.2; Section 36.6
Employees paid at or above the statutory minimum of INR 16,490 a month	100%	Section 36.6

Reporting criteria

The selected information was assessed against the LLP’s basis of preparation in Appendix B of the Report (Sections 36.1 to 36.8), read together with the GRI Standards 2021 (with reference), and, for greenhouse gas emissions, the GHG Protocol Corporate Accounting and Reporting Standard and its Scope 2 Guidance. Emission factors and conversions are those stated in Table 36.3.

Under that basis, grid electricity covers the two BEST accounts serving the licensed units; a third BEST account serving premises outside the licensed units is excluded. Workers of the contracted canteen are outside the workforce figures, as the LLP discloses in Section 3.

Management’s responsibilities

The LLP’s designated partners are responsible for preparing the Report and the selected information in accordance with the reporting criteria. This includes designing, implementing and maintaining internal controls over the collection and reporting of the information, selecting and applying suitable criteria, making reasonable estimates, and keeping adequate records. They are also responsible for preventing and detecting fraud and for identifying and complying with laws and regulations applicable to the LLP’s activities.

Our responsibilities, standards and independence

Our responsibility is to express a reasonable assurance opinion on the selected information, based on sufficient appropriate evidence we obtained. We conducted our engagement in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised), Assurance Engagements other than ISAE 3410, Assurance Engagements on Greenhouse Gas Statements, both issued by the International Auditing and Assurance Standards Board.

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants’ Code of Ethics. Youniformity Consulting applies International Standard on Quality Management 1 and maintains a system of quality management. We did not prepare or design any part of the Report, and Youniformity has provided no other paid services to the LLP.

The engagement team comprised well-qualified and credentialed professionals with experience in greenhouse gas accounting, environmental data and social compliance assurance.

Procedures performed

Reasonable assurance is a high, but not absolute, level of assurance. We obtained an understanding of the internal controls relevant to the selected information, assessed the risks of material misstatement and designed our procedures to respond to them. We applied materiality to each indicator using our professional judgement, considering both quantitative and qualitative factors, including the nature of each indicator and its significance to the Report’s users. We tested all records supporting the selected information, rather than a sample. Our procedures included:

- Interviewing workers and staff members about working conditions, wages and the processes used to collect and record the selected information.
- Evaluating the design and implementation of controls over utility billing, the monthly data return, waste disposal records, statutory registers and payroll, and taking a fully substantive approach.
- Site visits to the LLP’s licensed units at Jetha Compound, Byculla East, Mumbai, completed by 15 May 2026, inspecting the BEST meters, the water supply, the waste storage and the statutory registers kept at the site.
- Agreeing grid electricity for every month of April 2025 to March 2026 to the BEST bills of both accounts, and confirming that the excluded third account serves premises outside the licensed units.
- Agreeing petrol for the company motorcycle to fuel records, and municipal water withdrawn to the monthly data return and MCGM bills.
- Agreeing non-hazardous waste to the stamped vendor receipts, and electronic waste to manifest MFS00/25/512 and the recycler’s authorisation.
- Agreeing the workforce and hours worked to payroll and attendance records; and fatalities, injuries and first-aid cases to the register of accidents, the Form 27 annual return and the monthly data return.
- Agreeing training person-hours to the three signed rosters, and wage compliance to payroll, bank transfers, the SA 8000 statement for 2025 and the Maharashtra minimum wage notifications.
- Independently recalculating energy and emissions and agreeing the factors in Table 36.3 to their published sources.
- Tracing figures on the LLP’s YOUknit ESG data platform to the

Report and to their source records.

- Analytical review of monthly data, with unusual items investigated to source.
- Obtaining written representations from the designated partners and checking the selected information is presented consistently throughout the Report.

Inherent limitations

Non-financial information is subject to more inherent limitations than financial information, given its nature and the methods used to determine, calculate and estimate it. Greenhouse gas quantification is subject to scientific uncertainty in emission factors. Several figures rest on calendar-year records (Form 27, the POSH annual report and the SA 8000 statement for 2025), as the Report discloses. Even when all records are tested, assurance procedures may not detect every misstatement, for example where the source records are themselves incomplete.

Opinion

We verified the selected information against source records and supporting evidence, including during our visit to the LLP's workshop, and found it to be correct. In our opinion, the selected information for FY 2025-26 is prepared, in all material respects, in accordance with the reporting criteria.

Emphasis of matter and other matters

Earlier-year figures are restated. We draw attention to Section 36.7 of Appendix B. Grid electricity for FY 2022-23 to FY 2024-25 has been restated from 64.44, 63.65 and 62.17 MWh in the LLP's FY 2024-25 report to 205.78, 203.25 and 198.53 MWh, to the level of the FY 2025-26 BEST bills, and Scope 2, total emissions, energy and water withdrawal for those years are restated with it. These earlier-year figures were not subject to our assurance. Our opinion is not modified in respect of this matter.

Other information. Our opinion does not extend to any other information in the Report. We read the other information to identify material inconsistencies with the selected information and did not identify any.

Recommendations

The following recommendations do not modify our opinion. We recommend that, going forward, the LLP:

- Records waste for every month. Weighed records for April to July 2025 are missing, and the year's 0.082 MT is not comparable with about 100 MT in each earlier year.
- Meters water in kilolitres. Withdrawal should come from MCGM meter readings rather than a return recorded in units, and the 134.2% of the consented 2,737.5 KL a year should be addressed with the Maharashtra Pollution Control Board.
- Evidences declared training. Coverage declared for ethics, anti-bribery and diversity training should be supported by signed attendance records.



Plate 13

A hand working rows of pearls and sequins, a layout, shown in the company's FY 2024-25 report

Restriction of use

This statement is made solely to the Partners of Suhana Zari Arts LLP in accordance with the terms of our engagement. We permit it to be published in the Report so the LLP can show it has obtained independent assurance. To the fullest extent permitted by law, we accept no responsibility to anyone other than the LLP for our work or this statement.

For and on behalf of Youniformity Consulting Pvt. Ltd.

Achraj N. Prakash

Achraj Prakash
Lead Assurance Partner
ISO 14001, 45001 Lead Auditor
ISO 14064 GHG Lead Verfier

Mumbai, Maharashtra
May 15, 2026

39

Contact and feedback

We welcome comments on every figure in our 19 data tables, by email to our compliance address or at our site.

GRI 2-1, 2-3 | NGRBC Principle 4



Picture 50

We welcome questions and comments on this report and on any figure in it. On request we will direct a reader to the document behind a figure.

39.1 How to reach us

Where we are

Suhana Zari Arts LLP, LLPIN ACP-9243, operates from Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027, Maharashtra, India.



Picture 51

39.2 Feedback we ask for

What helps us

We ask buyers, lenders, assessors, workers and our neighbours in Jetha Compound to tell us where a disclosure is unclear, where a figure needs a finer breakdown and which topics our next report should cover. Workers may raise any concern through the complaint register, the Compliance Manager or the POSH Internal Committee, and our Whistleblower Policy protects anyone who reports in good faith. Our Business Ethics Policy requires every concern to be logged, acknowledged within five working days and resolved within 30 days.

39.3 Forward-looking statements

This report contains statements about our targets and intentions, set out mainly in Sections 31 and 34. They rest on our plans at the date of the report, and actual results may differ because of factors outside our control. Historical figures are prepared on the basis set out in Appendix B.

Figure 96

Six channels reach the LLP, each named in the document that sets it.

Channels and response times



A concern raised under the Business Ethics Policy is logged and acknowledged within five working days and resolved within 30 days.

Channels as our documents give them (Table 39.1); response times from Table 23.5.

Source: Tables 23.5 and 39.1.

Table 39.1

Contact channels named in our own documents

CHANNEL	DETAIL	WHERE OUR DOCUMENTS GIVE IT
Report and compliance queries	compliance@suhanaembroideries.in	Contact line of our policies
Whistleblower reports	zariarts.suhana@gmail.com, monitored by the Chief Compliance Officer	Whistleblower Policy SZA-COMP-06
In person or in writing	HR, the Compliance Officer or senior management; suggestion boxes marked Confidential	Whistleblower Policy SZA-COMP-06
Grievances	The Compliance Manager, under the grievance procedure	Grievance Procedure and Policy SZA/GRI/PL/11
POSH Internal Committee	Through the Presiding Officer; constitution displayed at the notice board, canteen and security	POSH annual report for 2025
Website	suhanaembroideries.in	FY 2024-25 report
Site	Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027	Factory licence

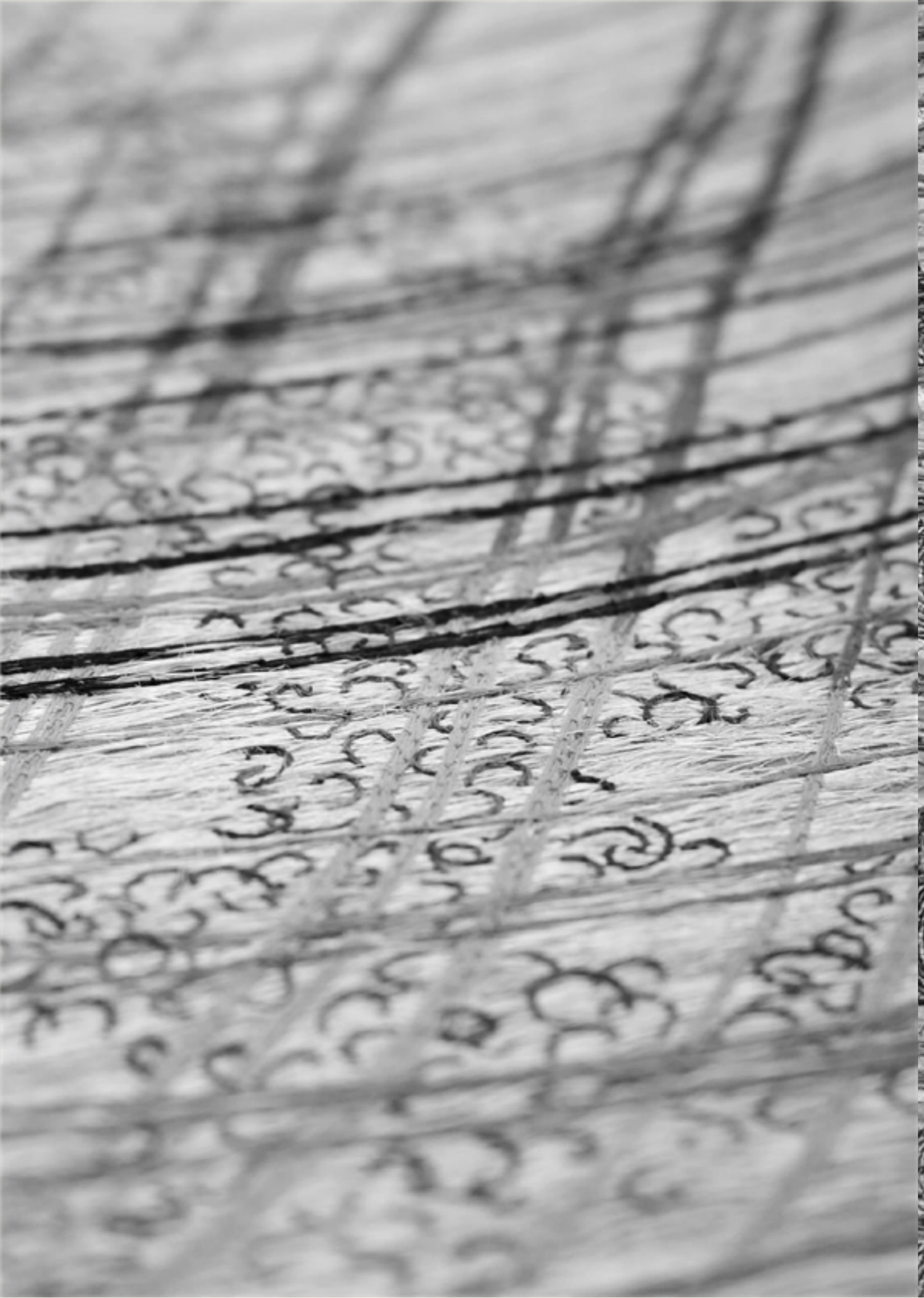
Colophon

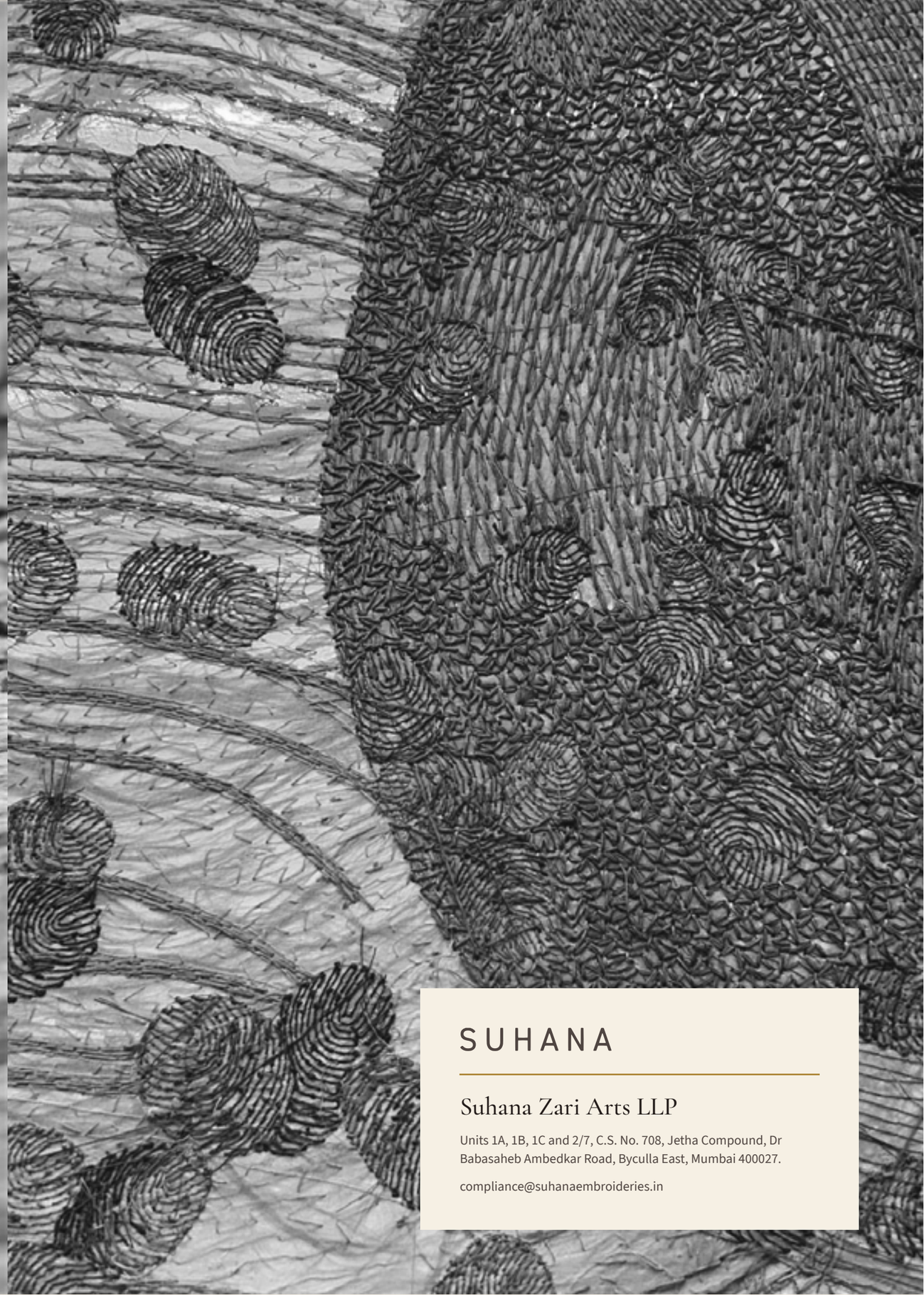
Entity	Suhana Zari Arts LLP. LLPIN ACP-9243. Incorporated 17 July 2025 under the Limited Liability Partnership Act, 2008.
Preparer	Suhana Zari Arts LLP.
Basis	Prepared with reference to the GRI Standards 2021. Reporting year FY 2025-26, 1 April 2025 to 31 March 2026.
Types	Cormorant Garamond, Source Sans 3 and IBM Plex Sans Condensed.

SUHANA

Photography: Suhana Zari Arts LLP, from a site visit on 17 September 2025 and from the company's FY 2024-25 report. Cover and back cover: the company's own work and workshop, in black and white.

True craftsmanship lies not only in what we create, but in how we create it.





SUHANA

Suhana Zari Arts LLP

Units 1A, 1B, 1C and 2/7, C.S. No. 708, Jetha Compound, Dr Babasaheb Ambedkar Road, Byculla East, Mumbai 400027.

compliance@suhanaembroideries.in