

Date: September 02, 2026

To, BSE Limited ("BSE"), Corporate Relationship Department, 2 nd Floor, New Trading Ring, P.J. Towers, Dalal Street, Mumbai – 400001	To, National Stock Exchange of India Limited ("NSE") "Exchange Plaza", 5 th Floor, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra (East), Mumbai – 400051
BSE Scrip code: 543399	NSE Symbol: TARSONS

Subject: Business Responsibility and Sustainability Report for the Financial Year ended March 31, 2026

Dear Sir/Madam,

Pursuant to the provisions of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended ("Listing Regulations"), we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') of the Company for the Financial Year 2025-26, which also forms part of the Annual Report for the Financial Year 2025-26.

The said information is also being made available on the Company's website at www.tarsons.com.

You are kindly requested to take the same on your record.

Thanking you
Yours Faithfully,

For Tarsons Products Limited

**SANTOSH
KUMAR
AGARWAL**

Digitally signed by
SANTOSH KUMAR
AGARWAL
Date: 2026.09.02
14:59:00 +05'30'

Santosh Kumar Agarwal
CFO, Company Secretary & Compliance Officer
ICSI Membership No. A44836

Encl: As above

ANNEXURE VI

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	2025-26
1	Corporate Identity Number (CIN) of the Listed Entity	L51109WB1983PLC036510
2	Name of the Listed Entity	TARSONS PRODUCTS LIMITED
3	Year of incorporation	5th July, 1983
4	Registered office address	Martin Burn Business Park, Room No. 902 BP- 3, Salt Lake, Sector - V, Kolkata, West Bengal - 700091
5	Corporate address	Martin Burn Business Park, Room No. 902 BP- 3, Salt Lake, Sector - V, Kolkata, West Bengal - 700091
6	E-mail	info@tarsons.com & investor@tarsons.com
7	Telephone	033-35220300
8	Website	www.tarsons.com
9	Financial year for which reporting is being done	1st April, 2025 to 31st March, 2026
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) & National Stock Exchange (NSE)
11	Paid-up Capital	₹ 10,64,12,562 divided into 5,32,06,281 equity shares of Rupees 2 each
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Santosh Kumar Agarwal CFO & Company Secretary 033 3522-0300 investor@tarsons.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of rubber and plastics products	94%
2.	Wholesale and retail trade; repair of motor vehicles and motorcycles	Wholesale trade, except of motor vehicles and motorcycles	6%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Manufacture of plastics Labware products	22209	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	5	12
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number*
National (No. of States)	28
International (No. of Countries)	40+

*Note:

National: The Company operates across various states in India through its offices, dealers, and website.

International: The Company has a presence in multiple countries through exports, subsidiaries, joint ventures, sales offices, or direct operations.

b. What is the contribution of exports as a percentage of the total turnover of the entity?	31%
c. A brief on types of customers	Tarsons derives a significant share of its revenue from two primary customer segments, Contract Research Organizations (CROs) and the pharmaceutical sector. The remaining revenue is generated from a diverse range of sectors, including diagnostics, academia, colleges, universities, in vitro fertilization (IVF) centers, and hospitals.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	165	149	90.30%	16	9.70%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	165	149	90.30%	16	9.70%
WORKERS						
4	Permanent (F)	943	942	99.89%	1	00.11%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total workers (F + G)	943	942	99.89%	1	00.11%

ANNEXURE VI (Contd.)

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particular	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	1	0	0%

Note: The roles of KMP and BoD are clearly defined and do not overlap.

22. Turnover rate for permanent employees and workers

Particular	2025-26 (Turnover rate in current FY)			2024-25 (Turnover rate in previous FY)			2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.83%	31.25%	25.45%	9.82%	26.67%	11.43%	9.34%	21.43%	7.72%
Permanent Workers	21.50%	0%	21.47%	9.06%	0%	9.05%	9.42%	0%	9.42%

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

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

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1.	Tarsons Life Science Pte Ltd	Subsidiary	100%	No

Note: We also have two wholly owned step-down subsidiaries: Nerbe R&D GmbH and Nerbe Plus GmbH & Co. KG.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
a. Turnover (in ₹)	3,14,17,73,160.64
b. Net worth (in ₹)	6,51,79,50,727.87

Note: Since this report pertains to 2025-26, the above turnover and net worth figures pertain to the immediately preceding financial year ended 31st March, 2025, as required for determining the applicability of CSR under Section 135 of the Companies Act, 2013.

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VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	2025-26 Current Financial Year			2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	12	0	-	8	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	Yes	0	0	-	0	0	-

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.tarsons.com/wp-content/uploads/2024/09/Stakeholder-Grievance-Redressal-Policy.pdf
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	
Other (please specify)	-

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water and wastewater management	Risk	Water scarcity presents a key risk for companies dependent on water-intensive operations, potentially resulting in operational challenges and increased water sourcing costs. In addition, manufacturing activities generate wastewater that requires appropriate treatment prior to discharge. Non-compliance with water quality regulations may lead to regulatory obligations, remediation requirements, and associated costs.	The Company is committed to responsible water management by implementing water conservation measures and reducing avoidable water usage. Its manufacturing processes are designed to limit direct water consumption, with hot water used selectively to optimize overall water efficiency. The Company is also exploring opportunities for water reuse and recycling to reduce reliance on freshwater resources. These efforts reflect its ongoing focus on improving water stewardship and minimizing the environmental impact of its operations.	Negative
2.	Energy and Emissions	Risk	The manufacturing industry relies on various types of machinery that require significant energy consumption, contributing to direct and indirect greenhouse gas (GHG) emissions, including carbon dioxide and methane associated with fuel use. Manufacturing operations may also result in air emissions, such as sulphur oxides (SOx), nitrogen oxides (NOx), and other hazardous air pollutants.	The Company recognizes the importance of managing emissions and energy consumption and undertakes annual monitoring of fugitive air emissions, including GHG emissions such as carbon dioxide and methane. Where feasible, the Company prioritizes sourcing materials from local suppliers to reduce reliance on imported products. In addition, the Company manages business travel through careful planning and promotes a "travelling light" approach to support efforts toward reducing associated environmental impacts.	Negative
3.	Waste Management	Risk	Waste generation is an inherent part of the Company's operations, arising from activities such as machinery maintenance, administrative functions, and general business processes. Improper waste management may contribute to environmental impacts, including air pollution, climate-related impacts, and ecological harm, while also posing potential health and safety risks to individuals handling or exposed to waste. Non-compliance with applicable waste management regulations may lead to regulatory penalties and associated costs.	The Company is committed to minimizing waste generation by implementing practices such as waste reuse where practicable. It also follows established procedures aligned with applicable environmental laws and guidelines for the safe storage, transportation, and disposal of hazardous waste. These practices support responsible waste management and help reduce the environmental and operational risks associated with waste handling.	Negative

ANNEXURE VI (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Employee Welfare and Engagement	Risk	Inadequate focus on employee welfare and engagement may negatively impact both employees and the Company. Employees who feel unsupported or less engaged may experience increased stress, reduced morale, and potential impacts on their overall well-being. These factors can contribute to higher absenteeism, lower productivity, and increased employee turnover.	The Company undertakes various initiatives to support employee engagement and satisfaction, including providing training and development opportunities, offering healthcare benefits, maintaining grievance mechanisms to address employee concerns, and supporting career progression and professional growth. These initiatives reflect the Company's commitment to fostering a supportive and engaging workplace environment.	Negative
5.	Occupational Health and Safety	Risk	The Company's operations involve significant manual labor for maintenance, repairs, and on-site activities, which may expose workers to risks associated with powered equipment and heavy machinery. These activities present potential hazards, including accidents, falls, injuries, and, in severe cases, fatalities. Temporary workers may face higher exposure to these risks due to limited experience or training. Inadequate management of occupational health and safety risks may result in regulatory penalties, legal actions, operational disruptions, project delays, increased costs, and impacts on profitability.	The Company is committed to continuously improving its occupational health and safety practices to safeguard the well-being of its workforce. It adopts a proactive approach through hazard identification and risk assessment processes, along with the provision of relevant health and safety training and appropriate personal protective equipment (PPE) to help mitigate workplace risks.	Negative
6.	Product Quality & Safety	Opportunity	Maintaining high standards of product quality and safety enables plastic product manufacturers to strengthen their reputation, build customer trust and loyalty, enhance competitiveness, reduce product liability risks, and ensure compliance with applicable regulations. Continuous focus on product quality and safety is an important factor in supporting long-term business resilience and sustainability.	-	Positive

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Selling Practices & Product Labelling	Opportunity	Product labelling is an important aspect of the manufacturing industry, as it provides consumers with essential information on product usage, handling, and safety requirements. Inadequate or unclear labelling may result in product misuse or misunderstanding, potentially creating safety risks. Additionally, inaccurate labelling may lead to product misidentification or misclassification, which can contribute to supply chain disruptions, operational delays, and financial impacts.	-	Positive
8.	Labor Management	Risk	Companies with a reliance on on-site workers require effective labor management practices that address workforce-related considerations, including workforce size, labor intensity, operating locations, employee rights, engagement, and management-employee relations. Maintaining a skilled and capable workforce is important to support operational continuity and mitigate workforce-related risks.	The Company focuses on effective labor management through established policies and procedures covering employee benefits, compliance with applicable labor laws and standards, job-related training to support workforce capabilities, and initiatives that promote employee engagement and provide mechanisms for addressing worker concerns.	Negative
9.	Human Rights	Risk	Companies that uphold human rights principles demonstrate their commitment to building responsible and sustainable relationships with stakeholders impacted by their operations, including employees, customers, communities, and investors. This involves recognizing and addressing the potential impacts of business activities on individuals and ensuring respect for their rights and well-being.	The Company recognizes the importance of addressing human rights considerations, including fair wage practices, the prohibition of child labor and forced labor, and the prevention of workplace harassment. It monitors compliance with applicable standards and regulations to support responsible business practices and remains committed to addressing any identified human rights concerns or violations.	Negative

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Community Engagement and Development	Opportunity	Investing in local community development enables businesses to support the creation of a stable, resilient, and sustainable environment in which they operate. Such initiatives can contribute to positive community outcomes while also strengthening business relationships, supporting local economic development, and enhancing long-term business sustainability.	-	Positive
11.	Anticorruption & Bribery	Risk	Implementing effective anti-corruption and anti-bribery practices is essential for companies to uphold ethical business conduct, protect their reputation, manage legal and financial risks, promote fair competition, and maintain stakeholder trust.	The Company maintains a comprehensive anti-corruption and anti-bribery policy that forms part of its broader code of conduct framework. It has established monitoring and reporting procedures to support compliance with applicable laws and provides reporting channels to facilitate the identification and resolution of any potential violations.	Negative
12.	Compliance and Business Ethics	Risk	Business ethics and management encompass key areas such as fraud prevention, executive conduct, corruption risks, money laundering, and anti-trust compliance. Failure to uphold ethical standards may result in regulatory investigations, financial penalties, legal consequences, and reputational impacts. Effective regulatory compliance enables companies to maintain trust, credibility, and stakeholder confidence while supporting responsible business practices.	The Company promotes ethical conduct by establishing clear principles and guidelines for responsible business practices. It engages with stakeholders to support compliance with applicable laws and regulations, while monitoring and reporting potential violations. The Company treats instances of non-compliance with seriousness and maintains mechanisms for reporting and addressing ethical or compliance-related concerns.	Negative
13.	Corporate Governance	Risk	This topic evaluates the impact of corporate governance and business ethics practices, including areas such as ownership structure, accounting practices, ethical conduct, and tax transparency, on the interests and confidence of shareholders and investors.	The Company demonstrates its commitment to sound corporate governance through the establishment of well-defined policies and practices. These include guidelines on board diversity, a comprehensive code of conduct, ownership principles, independent decision-making, conflict-of-interest management, and the promotion of fair and ethical business practices.	Negative

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1. a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	https://www.tarsons.com/wp-content/uploads/2023/06/TarsonsBusiness-Responsibility-and-Sustainability-Policy.pdf								
2	Whether the entity has translated the policy into procedures. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 13485:2016, ISO 9001:2015	-	-	-	ISO 14001:2015	-	-	-
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	With an intention to go Net Zero by 2050, we have initiated monitoring our carbon footprint.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We track key parameters in policies and record them for learning and development to enhance our policies.								
	Governance, leadership and oversight									
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
	Tarsons continued to embed sustainability considerations into its core business strategy during 2025-26, with a stronger focus on measurable outcomes and operational integration. The Company advanced its approach towards environmental and social responsibility by strengthening internal systems for ESG data capture, monitoring, and reporting, thereby enhancing the quality and depth of its disclosures. During the financial year, the Company progressed from a largely policy-driven framework to a more execution-oriented ESG model, with defined priorities across environmental stewardship, employee wellbeing, and governance practices. Its EHS and Environment Policies remained the guiding framework, with increased emphasis on implementation, compliance tracking, and continuous improvement across operations. The Company also enhanced stakeholder engagement by improving transparency in ESG communication and aligning its initiatives more closely with regulatory expectations and global sustainability trends. Efforts were directed towards building organizational awareness and accountability, ensuring that ESG considerations are integrated into decision-making at various levels. Tarsons further strengthened its commitment to workplace safety, inclusivity, and community development, while continuing to collaborate with regulatory bodies and other stakeholders to drive broader impact. The Company maintained its focus on upholding robust corporate governance standards, reinforcing investor confidence through improved disclosures and responsible business practices.									

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Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).									
	Mr. Aryan Sehgal Whole-Time Director									
9.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No/NA).									Yes
	Mr. Aryan Sehgal (Whole time Director)									
	The Director holds the primary responsibility for overseeing Business Sustainability matters and making decisions regarding the implementation of Business Responsibility and Sustainability policies and providing directions on formulation of ESG strategy and monitoring the Company's progress and performance against the same.									
10	Details of Review of NGRBCs by the Company									
Subject for Review		Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action		Director								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances		Director								
Subject for Review		Frequency (Annually/Half yearly/Quarterly/Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action		Annually								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances		Annually								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	No	No	No	No	No	No	No	No
	If yes, provide name of the agency.	NA	NA	NA	NA	NA	NA	NA	NA	NA
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	8	During 2025-26, various updates were made at the Board and Committee meetings. Independent Directors, in their capacity as members of various Committees of the Board, were informed on developments relating to diverse areas such as regulatory changes, economic conditions, operating environment, corporate governance practices, and other relevant matters. Strategic presentations were made to the Directors at regular intervals covering the Company's strategy, performance, and growth plans. These presentations encompassed a wide range of business activities including macro-economic and market overview, equity performance, earnings outlook, operational efficiencies, service and product offerings, updates on sales performance, risk management framework, CSR initiatives, business continuity, and employee practices. Impact: The training and familiarization programmes provided to the Board of Directors equipped members with critical knowledge and capabilities required to effectively discharge their fiduciary responsibilities, take informed decisions, and address complex organizational challenges. These initiatives enhanced the Directors' understanding of key areas such as corporate governance, strategic planning, risk management, and emerging market trends. Consequently, the Board was better positioned to provide strategic guidance and drive the Company towards sustainable and long-term growth.	100%
Key Managerial Personnel	1	During 2025-26, the Company periodically updated and familiarized Key Managerial Personnel (KMP) on the following: 1. Code of Conduct covering aspects such as Corporate Governance 2. Whistleblower Policy 3. Policy on Prevention of Sexual Harassment 4. Environmental, Social and Governance (ESG) related compliances Impact: These training and familiarization initiatives provided KMP with the necessary knowledge, skills, and tools to effectively lead their teams, make informed decisions, and drive operational excellence. By enhancing their understanding of leadership principles, strategic planning, communication, and problem-solving techniques, KMP were better equipped to handle complex challenges, foster a positive work culture, and achieve organizational objectives.	100%

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Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BOD and KMPs	7	Training is a continuous process that fosters consistent learning and skill enhancement. It enables employees to improve performance, adapt to changes, and advance their career prospects. During the year, training covered a range of topics, including the following:	67.9%
Workers	69	1. Workmen Development Training 2. HR Policies & Regulations 3. Workplace Ethics, Code of Conduct & Ethical Practices 4. Communication Skills, Workplace Behaviour & Attitude 5. Teamwork 6. Problem Solving & Learning Communication 7. Maximizing Human True Potential (Human Potential Enhancement) 8. Time Management & Productivity 9. POSH (Prevention of Sexual Harassment) Awareness 10. Child Labour Awareness 11. ESIC Awareness 12. EHS Awareness 13. EMS (Environmental Management System) Awareness 14. HIRA (Hazard Identification & Risk Assessment) Awareness 15. Health & Hygiene 16. Machine Safety 17. Grinding Machine Safety 18. Electrical Safety 19. Material Handling 20. Mold Handling 21. Fire System Usage 22. First Aid & CPR 23. Emergency Rescue Plan 24. Insect & Snake Awareness These training programmes equip employees and workers with essential skills and awareness. They promote a safe, healthy, and secure workplace. Such initiatives support overall employee well-being and organizational safety culture.	89.29%

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

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

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

*There were no such cases during 2025-26

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

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

*There were no such cases during 2025-26.

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/No)

Yes

If Yes, provide details in brief

Tarsons' Business Responsibility and Sustainability Policy reflects its commitment to conducting business in accordance with the highest ethical standards. It clearly outlines the Company's position on bribery and corruption and defines the responsibilities of individuals acting on its behalf. All associated personnel, including employees, consultants, contractors, and interns, are expected to adhere to these principles. The policy is designed to prevent and detect instances of bribery and corruption, and it establishes procedures to be followed in cases of suspected fraud.

In addition, the Company has implemented a Whistle Blower Policy that provides stakeholders with a secure platform to report any suspected unethical behaviour, malpractices, misconduct, fraud, or violations of Company policies. This mechanism ensures direct access to top management without fear of retaliation. Together, these policies enable the Company to address and eliminate malpractices across all levels, reinforcing a culture of ethics, transparency, and compliance.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

<https://tarsons.com/wp-content/uploads/2023/06/Tarsons-Business-Responsibility-and-Sustainability-Policy.pdf>.

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

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

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

Case Details	2025-26		2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

NA*

*There were no such cases during 2025-26

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8. Number of days of accounts payables in the following format:

Particular	2025-26	2024-25
Number of days of accounts payables	50	21

9. Open-ness of business

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

Parameter	Metrics	2025-26	2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2.21%	3.12%
	b. Number of trading houses where purchases are made from	25	26
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	83.90%	86.05%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	65.66%	65.35%
	b. Number of dealers/distributors to whom sales are made	152	145
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	50.11%	53.36%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0%	0.01%
	b. Sales (Sales to related parties/Total Sales)	0.02%	0.0124%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0%	100%
	d. Investments	100%	100%

Leadership Indicators

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

Yes

If Yes, provide details of the same.

Tarsons' Code of Conduct requires Directors, Senior Management, and employees to avoid situations where personal interests may conflict, or appear to conflict, with the interests of the Company. The Code prohibits engagement in any activity, business, or relationship that could be prejudicial to the Company's interests.

Further, Directors are required to make annual disclosures to the Board regarding any direct or indirect material interest, including those held on behalf of third parties, in transactions or matters affecting the Company. This framework strengthens transparency, accountability, and ethical decision-making across all levels of the organization.

ANNEXURE VI (Contd.)

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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

Sr. No.	Particular	2025-26	2024-25	Details of improvements in environmental and social impacts
1	R&D	0%	0%	NA
2	Capex	0%	0%	NA

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

Yes

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

>80%*

*More than 80% of our raw materials are sourced responsibly from suppliers holding certifications aligned with recognized ESG standards.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

- (a) Plastics (including packaging)**

Tarsons meets its Extended Producer Responsibility (EPR) obligations through the procurement of EPR credits from authorized vendors with approved waste management systems, ensuring environmentally responsible waste disposal while minimizing the need for direct management of the entire waste stream.

- (b) E-waste**

NA*

- (c) Hazardous waste**

The Company disposes of hazardous waste, including used oil, oil-contaminated residues, and empty containers contaminated with hazardous substances, through authorized recyclers and approved waste disposal agencies.

- (d) Other waste**

All Tarsons units adhere to established waste management procedures for the disposal of non-hazardous waste, including plastic waste, paper waste, and cardboard, in compliance with applicable regulatory requirements.

* At present, no e-waste is generated for disposal by the Company, as electronic products are reused internally wherever feasible and end-of-life e-waste is otherwise recycled or disposed of through authorized channels.

4. **a. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No)**

Yes

- b. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

Extended Producer Responsibility (EPR) is applicable to the Company and supports compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and other applicable EPR regulations. The Company's waste collection and management practices are aligned with the EPR framework submitted to the Pollution Control Board (PCB).

ANNEXURE VI (Contd.)

c If not, provide steps taken to address the same

NA

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	149	149	100%	149	100%	0	0%	149	100%	0	0%
Female	16	16	100%	16	100%	16	100%	0	0%	0	0%
Total	165	165	100%	165	100%	16	100%	149	100%	0	0
Other than permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	942	942	100%	942	100%	0	0%	0	0%	0	0%
Female	1	1	100%	1	100%	0	0%	0	0%	0	0%
Total	943	943	100%	943	100%	0	0%	0	0%	0	0%
Other than permanent workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

	2025-26	2024-25
Cost incurred on well- being measures as a % of total revenue of the Company	0.16%	0.10%

ANNEXURE VI (Contd.)

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

Benefits	2025-26			2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity*	100%	100%	Yes	100%	100%	Yes
ESI	100%	81.23%	Yes	100%	80.97%	Yes
Others – NPS	3.64%	-	Yes	3.64%	-	-

*Gratuity is not the part of CTC and the same is deposited with LIC of India.

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

No

If not, whether any steps are being taken by the entity in this regard.

The Company is committed to maintaining a workplace free from discrimination and ensuring equal opportunities for all employees and workers. We continue to strengthen our infrastructure and facilities to foster a safe, accessible, and inclusive environment for persons with disabilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

The Company does not have a separate Equal Opportunity Policy under the Rights of Persons with Disabilities Act, 2016. However, the principles of equal opportunity and non-discrimination are embedded within the Company's Non-Discrimination Policy and BRSR Policy, which adequately safeguard the rights of employees and workers.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	0%	0%
Female	100%	100%	0%	0%
Total	100%	100%	0%	0%

ANNEXURE VI (Contd.)

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	The Company is committed to providing a safe, respectful, and inclusive work environment for all employees and associates. Employees are encouraged to raise concerns through their reporting managers, senior management, or the grievance redressal mechanism. The Whistleblower Policy provides a confidential channel to report suspected misconduct, while non-permanent employees and other stakeholders may raise concerns through designated reporting channels. The Company has also implemented a Policy on Prevention of Sexual Harassment at the Workplace and constituted an Internal Complaints Committee to ensure timely and fair resolution of complaints.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	2025-26			2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	165	0	0%	165	0	0%
Male	149	0	0%	149	0	0%
Female	16	0	0%	16	0	0%
Total Permanent Workers	943	0	0%	741	0	0%
Male	942	0	0%	740	0	0%
Female	1	0	0%	1	0	0%

8. Details of training given to employees and workers:

Category*	2025-26					2024-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (C/D)
Employees										
Male	149	82	55.03%	82	55.03%	149	97	65.10%	97	65.10%
Female	16	14	87.50%	11	68.75%	16	11	68.75%	11	68.75%
Total	165	96	58.15%	93	56.36%	165	108	65.45%	108	65.45%
Workers										
Male	942	742	78.78%	696	73.89%	740	637	86.08%	578	78.11%
Female	1	1	100%	1	100%	1	0	0%	1	100%
Total	943	743	78.79%	697	73.91%	741	637	85.96%	579	78.14%

*Disclosure is provided for both permanent employees and workers.

ANNEXURE VI (Contd.)

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

Category*	2025-26			2024-25		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Employees						
Male	149	149	100%	149	149	100%
Female	16	16	100%	16	16	100%
Total	165	165	100%	165	165	100%
Workers						
Male	942	942	100%	740	740	100%
Female	1	1	100%	1	1	100%
Total	943	943	100%	741	741	100%

*Disclosure is provided for both permanent employees and workers.

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)

Yes

If Yes, the Coverage such systems?

The Company recognizes that occupational health and safety are critical to the well-being of employees and workers, while also supporting its responsibilities as a corporate citizen and contributing to talent retention. It adheres to stringent safety protocols, including regular maintenance of equipment such as air conditioners, chillers, UPS systems, stabilizers, and DG sets. Fire safety measures are reinforced through routine fire drills at all facilities, along with the installation of fire extinguishers, smoke detectors, and fire alarm systems. Regular health and safety assessments are conducted to identify potential hazards, supported by an aspect and impact register to drive continuous improvement. Periodic inspections are also carried out to ensure ongoing compliance with safety standards. The Company has implemented a comprehensive Environment, Health, and Safety (EHS) management system that encompasses all stakeholders, with the objective of maintaining a safe and incident-free workplace. Through continuous training and awareness initiatives on workplace risks, the Company strives to safeguard its employees, the environment, and the surrounding community.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Tarsons conducts periodic meetings across its operations to identify and assess work-related hazards. Through ongoing awareness initiatives, employees are educated about potential safety risks and encouraged to report any concerns. The Company also undertakes comprehensive on-site training programs to strengthen awareness of occupational health and safety, addressing risks associated with activities such as operating machinery and driving. Driver safety training and assessments are conducted for the commercial field force. Additionally, Tarsons has established policies to evaluate the safety practices of key third-party suppliers during onboarding and at regular intervals thereafter.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)

Yes*

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

Yes

ANNEXURE VI (Contd.)

*The Company has established robust internal controls and systems to report work-related hazards at its facilities. Management has invested in state-of-the-art infrastructure to minimize exposure to potential health risks. Additionally, machinery and infrastructure have been upgraded and optimized to reduce risk exposure to near-zero levels.

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

Safety Incident/Number	Category*	2025-26	2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.13	0
Total recordable work-related injuries	Employees	0	0
	Workers	6	1
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

Tarsons has implemented a range of measures to ensure a safe and healthy workplace. These include the installation of firefighting systems, provision of personal protective equipment (PPE), employee awareness and safety training programs, development of on-site emergency response plans, and regular risk assessments of environmental, health, and safety incidents. Safety requirements are also prominently displayed to reinforce awareness.

The Company's plants, facilities, and manufacturing equipment are designed in compliance with applicable statutory requirements, as well as Indian and international safety standards, to ensure a secure working environment. A key priority is employee safety, with continuous investments in advanced technologies and process improvements aimed at reducing manual interaction with machinery. The Company has also increased automation across operations to minimize human intervention and associated risks.

In addition, Tarsons has undertaken several initiatives to further strengthen workplace safety:

- Conducting training and awareness programs on key risks, such as operating machinery and driving, with a focus on incident prevention.
- Organizing programs like "Energy for Performance" and "Personal Resilience" to support employee health, well-being, and resilience.
- Engaging regularly with employees to enhance their workplace experience.
- Holding periodic awareness sessions on Life Saving Rules to reinforce safety practices.

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

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

14. Assessment for the year:

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

ANNEXURE VI (Contd.)

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

Tarsons has undertaken corrective actions to address safety-related incidents and significant risks identified through assessments of health and safety practices and working conditions. These measures include the provision of appropriate personal protective equipment (PPE), such as earplugs, safety belts, gloves, and masks, for employees working in high-noise areas, at elevated heights, and in hazardous environments.

The Company reviews the enhancement of health and safety practices as a continuous process to strengthen its occupational health and safety standards. CCTV systems have also been installed to enhance monitoring and surveillance. In addition, Tarsons has introduced Life Saving Rules (LSR), a company-wide Environmental Health and Safety (EHS) initiative aimed at ensuring that employees understand and adhere to critical safety protocols. As part of this initiative, targeted safety campaigns and communication programs are being implemented to raise awareness about the importance of these rules.

Leadership Indicators

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

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

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

Yes

3. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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

NA

ANNEXURE VI (Contd.)

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

The Company's senior management, in collaboration with multiple departments, has recognized the significance of various stakeholders for the organization. These stakeholders encompass shareholders, employees, customers, society, bankers, suppliers, vendors, and the government. To foster trust, transparency, and meet their expectations, the Company actively engages with these stakeholders. Valuing their feedback and inputs, the Company considers them crucial in making informed business decisions, ultimately promoting inclusive growth through the active participation of all stakeholders:

List of identified stakeholders:

1. Shareholders
2. Employees
3. Customers
4. Suppliers & Vendors
5. Bankers
6. Society
7. Government

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other-Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others-Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder	No	Email, SMS, Newspaper, Website, Stock Exchanges, Investor Calls, SCORES, SMART ODR, ROC Filings	Quarterly & Event Based	To ensure timely dissemination of information regarding the Company's affairs and to effectively resolve grievances raised by stakeholders.
Employees	No	Email, SMS, Notice Board	Monthly & Event Based	To enhance employee satisfaction and engagement by providing regular updates on the Company's affairs, resolving grievances promptly, conducting career development reviews, and fostering increased employee engagement. To ensure effective communication with customers by sharing updates on new product launches, introducing new product features, and engaging in customer experience and feedback discussions.

ANNEXURE VI (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, SMS, Website	Event Based	To address needs and expectations, resolve supply chain issues, provide awareness and training, ensure regulatory compliance, and discuss the scope of work with suppliers and vendors.
Suppliers/ Vendors	No	Email, SMS, Website	Event Based	To provide timely updates on the affairs of the Company and establish robust banking networks to meet the financial needs of the organization.
Bankers	No	Email, SMS, Website, Newspaper, Stock Exchanges, ROC Filings	Quarterly & Event Based	To provide updates on the Company's affairs, resolve community grievances, and actively engage in corporate social responsibility (CSR) activities.
Society	No	Website, One on One meet,	Event Based	To provide updates on the Company's affairs, resolve community grievances, and actively engage in corporate social responsibility (CSR) activities.
Government	No	Email, Website, Newspaper, Stock Exchanges, ROC Filings	Quarterly & Event Based	To provide updates on the Company's activities, promote public policies, and seek necessary clarifications when required.

Leadership Indicators

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

Tarsons is committed to proactively addressing key issues that impact both its stakeholders and its business, particularly in today's dynamic and evolving environment. By identifying and understanding these challenges, the Company is able to shape its strategic priorities and strengthen communication on matters that are important to stakeholders.

Through active engagement with its network of distributors, TPL gains valuable insights into their expectations and perspectives, enabling the identification of critical focus areas and supporting a pathway toward sustainable growth. A comprehensive evaluation process ensures that key priorities are effectively addressed, allowing TPL to align its strategic planning with stakeholder needs while driving long-term value creation.

ANNEXURE VI (Contd.)

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

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

Benefits	2025-26			2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	165	128	77.58%	165	140	84.85%
Other than permanent	0	0	0%	0	0	0%
Total Employees	165	128	77.58%	165	140	84.85%
Workers						
Permanent	943	848	89.93%	741	672	90.69%
Other than permanent	0	0	0%	0	0	0%
Total Workers	943	848	89.93%	741	672	90.69%

2. Details of minimum wages paid to employees and workers

Category	2025-26					2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	149	0	0%	149	100%	149	0	0%	149	100%
Female	16	0	0%	16	100%	16	0	0%	16	100%
Total	165	0	0%	165	100%	165	0	0%	165	100%
Other than Permanent										
Male	0	0	0	0%	0	0%	0	0%	0	0%
Female	0	0	0	0%	0	0%	0	0%	0	0%
Total	0	0	0	0%	0	0%	0	0%	0	0%
Workers										
Permanent										
Male	942	521	55.31%	421	44.69%	740	0	0%	740	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Total	943	521	55.25%	422	44.75%	741	0	0%	741	100%
Other than Permanent										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	0	0	0%	0	0%	0	0	0%	0	0%

ANNEXURE VI (Contd.)

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Particular	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD)*	6	9,05,876	3	1,77,419
Key Managerial Personnel	1	88,31,991	0	0
Employees other than BOD and KMP	149	6,73,752	16	6,60,597
Workers	940	2,14,391	1	2,14,957

***Note:**

- The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are included, as they receive director's remuneration which also contains sitting fees.
- For remuneration purpose, three female directors have been considered, including one director who resigned in the 24th May, 2025 during the reporting period.

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

Particulars	2025-26	2024-25
Gross wages paid to females as % of total wages	2.61%	2.68%

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes*

*The Company has established various mechanisms to address human rights concerns and violations. Tarsons ensures compliance with all applicable human rights laws and regulations, and any issues or breaches can be reported through its whistle-blower and POSH policy frameworks. Upholding human rights principles is integral to the Company's operations and forms a core part of its business practices.

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

Tarsons is committed to upholding the principles of equal opportunity, fair treatment, and zero tolerance for unlawful discrimination or harassment, including sexual harassment, across its workforce. The Company ensures adherence to human rights standards through key policies such as the Code of Conduct for Employees and Business Partners, the Ethics Policy, and other internal frameworks designed to safeguard employee rights and interests.

Human rights due diligence is considered an integral part of Tarsons' business operations. The Company is dedicated to preventing any human rights violations within its sphere of influence and has established robust mechanisms to support this commitment. Additionally, employees can report grievances for redressal by contacting CorporateHR@tarsons.com

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

Particulars	2025-26			2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	-
Discrimination at workplace	0	0	NA	0	0	-
Child Labour	0	0	NA	0	0	-

ANNEXURE VI (Contd.)

Particulars	2025-26			2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Forced Labour/Involuntary Labour	0	0	NA	0	0	-
Wages	0	0	NA	0	0	-
Other human rights related issues	0	0	NA	0	0	-

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

Particulars	2025-26	2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0%	0%
Complaints on POSH upheld	0	0

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

The Company has established adequate safeguards to protect complainants from any form of victimization. It strictly prohibits retaliation against any employee who raises a concern in good faith. Cases related to the prevention of sexual harassment in the workplace are handled with the highest level of sensitivity and confidentiality, in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. An Internal Complaints Committee (ICC) has been constituted, and regular POSH training sessions are conducted to raise awareness among employees. The contact details, including email addresses of the Committee members, are made readily available for reporting complaints and are accessible to all employees, including senior women in the organization. Additionally, the POSH Policy is prominently displayed at all locations, along with the contact information of internal and external committee members.

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

Yes

10. Assessments for the year.

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	0%

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

NA*

*No risks or concerns were observed during the assessments; therefore, no corrective actions were taken.

ANNEXURE VI (Contd.)

Leadership Indicators

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes/No)

No*

*The Company is committed to ensuring non-discrimination of employees and workers on any grounds. It promotes a culture of equality, diversity, and inclusion across the organization and continues to take steps towards developing infrastructure to provide a safe, accessible, and inclusive environment for differently abled individuals.

4. Details on assessment of value chain partners:

Name of the Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	0%

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

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

Parameter	2025-26 (in Giga Joules)	2024-25 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C.)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	56,559.13	45,401.83
Total fuel consumption (E)	1,386.38	1,478.22
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	57,945.51	46,880.05
Total energy consumed (A+B+C+D+E+F)	57,945.51	46,880.05
Energy intensity per rupee of turnover [Total energy consumed (in GJ)/Revenue from operations (in rupees)]	0.0000174048	0.0000149215
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/Revenue from operations in rupees adjusted for PPP]*	0.0003540141	0.0003082787

ANNEXURE VI (Contd.)

Parameter	2025-26 (in Giga Joules)	2024-25 (in Giga Joules)
Energy intensity in terms of physical output [Total energy consumed (in GJ)/No. of units of product]	0.0000445864	0.0000226866
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No	
If yes, name of the external agency.	NA	

*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the financial year 2025-26, which is 20.34.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

NA

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

Parameter	2025-26	2024-25
Water withdrawal by source (in kilolitres)	0	0
(i) Surface water	0	0
(ii) Groundwater	4,010.78	4,157.41
(iii) Third party water	77	25.5
(iv) Seawater/desalinated water	0	0
(v) Others –	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,087.78	4,182.91
Total volume of water consumption (in kilolitres)*	4,087.78	4,182.91
Water intensity per rupee of turnover [Total water consumption (in KL)/Revenue from operations (in rupees)]	0.0000002456	0.0000013314
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL)/Revenue from operations in rupees adjusted for PPP]	0.0000049948	0.0000275064
Water intensity in terms of physical output [Total water consumption (in KL)/No. of units of product]	0.0000006291	0.0000020242
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No)	No	
If yes, name of the external agency.	NA	

*During the reporting year, the Company revised its methodology for estimating water consumption, considering 20% of groundwater withdrawal as water consumption and the remaining 80% as wastewater generation.

ANNEXURE VI (Contd.)

4. Provide the following details related to water discharged:

Parameter	2025-26	2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	3,270.22	0
With treatment – please specify level of treatment	0	0.82
Total water discharged* (in kilolitres)	3,270.22	0.82
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	NA	

*During the reporting year, the Company revised its methodology for estimating water consumption, considering 20% of groundwater withdrawal as water consumption and the remaining 80% as wastewater generation.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

NA

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

Parameter	Please specify unit	2025-26	2024-25
NOx	mg/Nm ³	116.90	129.85
SOx	mg/Nm ³	105.91	113.30
Particulate matter (PM)	mg/Nm ³	63.88	61.41
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others –	-	0	0
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)			Yes
If yes, name of the external agency.	Envirocheck Lab		

ANNEXURE VI (Contd.)

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

Parameter*	Unit	2025-26	2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	99.65	106.38
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	11,154.72	9,168.65
Total Scope 1 and Scope 2 emissions per rupee of turnover	Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e)/ Revenue from operations (in rupees)]	0.0000033804	0.0000029522
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	[Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e)/ Revenue from operations in rupees adjusted for PPP]	0.0000687573	0.0000609917
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e)/No. of units of product]	0.0000086596	0.0000044884
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.		NA	

*Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO₂ Baseline Database User Guide Version 21 has been used for the purpose of GHG Emissions calculations.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/No)

Yes

If Yes, then provide details.

Yes, Tarsons has implemented several initiatives to promote environmental sustainability and reduce its carbon footprint. These efforts include annual monitoring of fugitive air emissions, adopting a "traveling light" policy to control business travel, sourcing materials from local vendors to minimize imports, and reducing direct water consumption in manufacturing. Additionally, Tarsons encourages the use of cloud storage and video conferencing to limit travel and promotes digital skills in the workplace to reduce paper usage. These actions demonstrate Tarsons' commitment to environmentally responsible practices and contribute to lowering overall GHG emissions. Furthermore, Tarsons is dedicated to utilizing renewable energy and is planning to install rooftop solar panels at its factories. This initiative will significantly reduce the Company's carbon footprint, help mitigate global warming, decrease reliance on fossil fuels, curb CO₂ emissions, prevent pollution, and limit deforestation.

ANNEXURE VI (Contd.)

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

Parameter	2025-26	2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	394.64	413.17
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous wastes (G)	0.74	0.37
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	6.42	7.81
Total (A+B + C + D + E + F + G + H)	401.80	421.55
Waste intensity per rupee of turnover [Total waste generated (in MT)/Revenue from operations (in rupees)]	0.0000001207	0.0000001342
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT)/Revenue from operations in rupees adjusted for PPP	0.0000024548	0.0000027721
Waste intensity in terms of physical output Total waste generated (in MT)/No. of units of product	0.0000003092	0.0000002040
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Category of waste	2025-26	2024-25
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

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

Category of waste	2025-26	2024-25
(i) Incineration	0	0
(ii) Landfilling	401.80	421.55
(iii) Other disposal operations	0	0
Total	401.80	421.55
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)	No	
If yes, name of the external agency.	NA	

ANNEXURE VI (Contd.)

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

Tarsons has defined Environmental Management System Procedure Manual. Procedures of Waste Management (ESP 11), describes ways to manage and dispose different types of waste generated. Classification of waste is important as a first step, which mainly includes Office waste, plastics waste, E-waste, Liquid waste. Further they are identified as degradable or non-degradable. Disposal responsibility is identified according to the classification of waste. Appropriate dustbins, disposal storage are allocated for proper disposal through a third party vendors. For hazardous waste disposal, Tarsons has a well-defined waste management practice to appropriately store and dispose off safely through vendors. The practices are in line with the guidelines of the Central Pollution Control Board (CPCB).

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

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

*The Company does not have operations in ecologically sensitive areas

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

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

*There were no such assessments during the financial year

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

Yes

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

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

Leadership Indicators

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

Parameter	Unit	2025-26*	2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	11271.34
Total Scope 3 emissions per rupee of turnover [Total Scope 3 emissions (in MTCO ₂ e)/ Revenue from operations (in rupees)]		NA	0.000003588

ANNEXURE VI (Contd.)

Parameter	Unit	2025-26*	2024-25
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			NA

*The Company is in the process of quantifying Scope 3 emissions for 2025-26

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

NA

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

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

4

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National/International)
1	Indian Chamber of Commerce	National
2	Plastic Export Promotion Council	National
3	Bengal Chamber of Commerce	National
4	Export inspection Agency	National

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

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

*No cases were recorded during the financial year 2025-26; therefore, no corrective actions were taken.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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

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

*There were no such assessments undertaken during the financial year

ANNEXURE VI (Contd.)

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

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

* The Company did not undertake any projects that required rehabilitation and resettlement during the financial year.

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

Tarsons Products Limited recognizes communities as an important stakeholder in its journey towards inclusive and sustainable development. The Company engages with local communities and institutions to address concerns effectively and provides access to its Whistle-Blower Mechanism for grievance reporting.

Guided by the CSR Committee and the Company's CSR Policy, Tarsons undertakes initiatives focused on community welfare and social development. The Company also invests in innovative and sustainable practices that contribute to societal well-being, with a particular focus on supporting local communities and underserved regions.

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

Particular	2025-26	2024-25
Directly sourced from MSMEs/small producers	10.03%	11.76%
Directly from within India	41.21%	28.54%

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

Particular	2025-26	2024-25
Rural	0%	0%
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	100%	100%

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

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

Tarsons has established a structured mechanism to receive, address, and track consumer complaints and feedback, ensuring proper documentation for reference and review. A cross-functional team, including representatives from sales, marketing, quality, and production, is involved at various stages to effectively handle customer concerns. Complaints may be received through multiple channels, including verbal communication, written correspondence, emails, telephone calls, the Company's website, social media platforms, and feedback forms. Once received, each complaint is formally registered and analyzed to identify the root cause. Based on this analysis, appropriate corrective and preventive actions are implemented. Customers are informed of the actions taken, and their feedback is sought to assess satisfaction. The effectiveness of these corrective measures is then evaluated before the complaint is formally closed.

ANNEXURE VI (Contd.)

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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	70%
Recycling and/or safe disposal	30%

3. Number of consumer complaints in respect of the following

Particular	2025-26		Remark	2024-25		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	12	0	Customer Complaints pertaining to product related issues	8	0	Customer Complaints pertaining to product related issues

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

Particular	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy

Tarsons has a robust framework and policy in place concerning Information Technology & cybersecurity risks associated with data privacy which is available on the secured intranet of the Company.

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

No cases were raised during the reporting year and hence no corrective actions were taken.

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0%

c. Impact, if any, of the data breaches

NA

ANNEXURE VI (Contd.)

Leadership Indicator

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

All information on products of the Company can be accessed from the website of the Company at <https://tarsons.com/products/>.

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

Tarsons comply with the regulations and relevant voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship. The Company's communications are aimed at enabling consumers to make informed purchase decisions. Moreover, each product packaging/label includes information on safe and responsible usage of the product.