

# Annexure to Directors' Report

## Annexure- F

### Business Responsibility & Sustainability Report

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: **L40104WB1981PLC033408**
2. Name of the Listed Entity: **Skipper Limited**
3. Year of incorporation: **1981**
4. Registered office address: **3A, Loudon Street, 1<sup>st</sup> floor Kolkata WB 700017 IN**
5. Corporate address: **3A, Loudon Street, 1<sup>st</sup> floor Kolkata WB 700017 IN**
6. E-mail: [investor.relations@skipperlimited.com](mailto:investor.relations@skipperlimited.com)
7. Telephone: **+91 33 22895731/5732**
8. Website: [www.skipperlimited.com](http://www.skipperlimited.com)
9. Financial year for which reporting is being done: **1<sup>st</sup> April 2024 to 31<sup>st</sup> March, 2025**
10. Name of the Stock Exchange(s) where shares are listed: **BSE Limited (BSE) & National Stock Exchange Limited (NSE)**
11. Paid-up Capital: **INR. 112.85 million**
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:  
**Company Secretary: Mrs. Anu Singh, Telephone No: +91 33 22895731/5732, Email ID: [investor.relations@skipperlimited.com](mailto:investor.relations@skipperlimited.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):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufactures T&D structures, Distribution poles, Polymer products	85.42%
2	Infrastructure projects	EPC solutions in tower design, tower testing, manufacturing, and onsite construction	14.58%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing Engineering products	2511	76.08 %
2	Manufacturing Polymer products	2220	9.34 %
3	Infrastructure projects	4220	14.58 %

### 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	5	4	9
International	0	0	0

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	28 states & 8 Union Territories
International (No. of Countries)	31

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

16.66 % of the total turnover is the contribution from our exports.

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

Skipper Limited operates in both B2B and B2C segments. Its B2B customers include power utilities, infrastructure, and global EPC clients across 30+ countries. The B2C business, under the Skipper polymer business, serves homeowners, small contractors, and retailers with PVC, CPVC, and UPVC pipes. It has a strong retail presence in Eastern and Northeastern India through 4,000+ counters. Skipper's integrated manufacturing and EPC capabilities make it a preferred partner for large-scale infrastructure and consumer plumbing needs alike.

### IV. Employees

#### 20. Details at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1243	1208	97.2%	35	2.8%
2.	Other than Permanent (E)	108	108	100%	0	0
3.	Total employees (D + E)	1351	1316	97.4%	35	2.6%
WORKERS						
4.	Permanent (F)	2324	2324	100%	0	0
5.	Other than Permanent (G)	5087	5055	99.4%	32	0.6%
6.	Total workers (F + G)	7411	7379	99.6%	32	0.4%

\* Employees include management personnel and apprentices/trainees, while workers comprise supervisors, non-management staff, and contractual labour.

##### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	1	1	100%	0	0%

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18%
Key Management Personnel	2	1	50%

## 22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25%	31%	25%	28%	36%	28%	29%	58%	29%
Permanent Workers	19%	0%	19%	36%	0%	36%	18%	0%	18%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (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	Skipper-Metzer India LLP	Joint Venture	50%	Yes

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover (in ₹): **46,043.77 million**

(iii) Net worth (in ₹): **11,831.55 million**

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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	No, but Skipper maintains a Grievance Redressal Mechanism internally	0	0	NIL	0	0	NIL
Investors (other than shareholders)		0	0	NIL	0	0	NIL
Shareholders		0	0	NIL	3	0	NIL
Employees and workers		0	0	NIL	0	0	NIL
Customers		38	3	Resolved in Q1 FY 26	0	0	NIL
Value Chain Partners		0	0	NIL	0	0	NIL
Other (please specify)		0	0	NIL	0	0	NIL

## 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

S. 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	Climate Change and Energy Management	Risk Opportunity	<p>Energy and climate change present both risks and opportunities for Skipper Limited due to its energy-intensive manufacturing and EPC operations. Rising energy costs, power disruptions, and potential carbon taxes could impact operational efficiency and margins, especially in steel fabrication and galvanizing processes. Climate-related disruptions such as extreme weather events can delay project execution timelines.</p> <p>Transition to a low-carbon economy opens up opportunities in renewable energy infrastructure, and green EPC projects. Strengthening energy management and aligning with climate policies can enhance competitiveness and attract sustainability-focused clients and investors.</p>	<p>a. Implemented waste-to-resource initiatives to minimize landfill dependency. Ensures regulatory compliance and cost savings through material reuse.</p> <p>b. Replaced LDO (Light Diesel Oil) with LPG, reducing emissions (SOx, NOx, PM) and improving combustion efficiency. Lower carbon footprint and compliance with stricter air quality regulations.</p> <p>c. Shifted from conventional CO<sub>2</sub> to Argon-CO<sub>2</sub> blends in processes, reducing greenhouse gas impact. Enhances process efficiency while lowering Scope 1 emissions.</p> <p>d. Conducted energy audits to identify hotspots and optimize consumption. Proactively reduces energy waste and operational costs</p> <p>e. Prioritized IE4/IE5 motors over standard models for better energy performance. Ensures long-term savings and alignment with global efficiency standards.</p> <p>f. Rooftop sheet-based daylight harvesting systems installed in work areas to maximize use of natural lighting, achieving 250–300 LUX during daytime without electricity, significantly reducing energy demand from artificial lighting</p>	<p><b>Negative</b></p> <p><b>Positive</b></p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	<b>Water and Effluent Management</b>	Risk	<p>Skipper's operations in Uluberia, Barunda are located in water-stressed areas, and water availability may pose a significant risk to business operations. The potential impacts include:</p> <ol style="list-style-type: none"> <li>Reduced operational capacity utilization, leading to productivity losses.</li> <li>Legal disputes that could damage the company's reputation and credibility.</li> </ol> <p>Failure to comply with effluent treatment will pose regulatory risk to Skipper.</p> <p>Additionally, water-related conflicts with stakeholders may arise.</p>	<ol style="list-style-type: none"> <li>Uluberia unit has installed state-of-the-art systems to treat greywater from galvanizing, rolling mills, and polymer processing. Treated water is reused for non-potable purposes such as: <ul style="list-style-type: none"> <li>- GI-acid dilution</li> <li>- Machine cooling</li> <li>- Industrial cleaning</li> <li>- Landscape irrigation</li> </ul> </li> <li>Introduced real-time smart water metering and monitoring systems across production lines to track consumption and identify high-usage areas. Data-driven insights allow us to optimize water efficiency and reduce wastage.</li> <li>Galvanizing and rolling mill operations at Uluberia have achieved freshwater neutrality, saving fresh water daily.</li> <li>Skipper's STP uses zero-sludge, chemical-free biotechnology with engineered bacteria. <ul style="list-style-type: none"> <li>• Utilizes engineered bacteria to break down organic waste without producing sludge (unlike conventional methods like activated sludge processes).</li> <li>• The treated water is reused within the facility (e.g., cooling, cleaning, irrigation, or industrial processes).</li> <li>• Integrates wastewater treatment with broader <b>corporate environmental strategies</b> (e.g., net-zero water usage, reduced carbon footprint)</li> </ul> </li> </ol>	<b>Negative</b>

S. 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)
3	<b>Waste</b>	Risk	Improper management of waste poses operational, environmental, and reputational risks for Skipper. Non-compliance with waste disposal norms can result in regulatory penalties, legal liabilities, and operational disruptions. Additionally, poor waste handling practices may lead to environmental degradation, affecting local ecosystems and community health.	<p>Skipper is committed to minimizing environmental and regulatory risks through efficient waste and pollution management practices, with a focus on circularity, reduction at source, and operational improvements. Key actions include:</p> <ul style="list-style-type: none"> <li>a. Waste Management &amp; Circularity</li> <li>b. Reduction in hazardous waste generation through process optimization and material substitution (e.g., reduced zinc usage).</li> <li>c. Effective segregation, safe storage, and disposal of waste as per CPCB/SPCB norms; regular filings including Form 10 are maintained.</li> <li>d. Plastic waste is recycled and reintroduced as raw material.</li> <li>e. Wastewater is treated and reused within plant operations, reducing freshwater demand.</li> <li>f. Continuous efforts to recover and recycle materials internally and through authorized partners, promoting circular economy principles.</li> </ul>	<b>Negative</b>
4	<b>Corporate Governance</b>	Risk	<p>Adherence to strong ethical standards is essential to maintaining stakeholder confidence and regulatory compliance.</p> <p>Skipper believes that any ethical conduct such as non-compliance, corruption, or lack of transparency pose significant legal, financial, and reputational risks to the company.</p>	<p>Skipper has implemented a comprehensive Code of Conduct for its Board, Senior Management, and employees, and Supplier Code of Conduct for its suppliers, covering key principles such as governance, conflict of interest, confidentiality, equality, legal compliance, and financial transparency.</p> <p>During the year, internal audits of control mechanisms were conducted to evaluate the effectiveness of anti-bribery and corruption safeguards. These included reviewing procurement processes, financial approvals, and third-party interaction.</p>	<b>Negative</b>

S. 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)
5	<b>Occupational Health and Safety</b>	Risk	<p>Ensuring the health and safety of employees is a critical business imperative for Skipper. Any lapse in maintaining safe working conditions can lead to serious consequences, including workplace injuries or illnesses that disrupt operations and reduce overall efficiency.</p> <p>A lack of focus on safety can also undermine employee morale and trust.</p> <p>Beyond operational impacts, the Company may face increased legal exposure, including compensation claims, medical costs, and litigation.</p>	<p>Skippers have a strong OHS management system. The company implements the following for its employees:</p> <ol style="list-style-type: none"> <li>Employee Assistance Program with counselling, mindfulness &amp; CBT sessions</li> <li>Initiated EHS software development and digital systems integration</li> <li>Monthly awareness sessions, Vaccination &amp; outreach drives, First aid training and Dietician consultations &amp; yoga sessions</li> <li>Crane Operators trained and certified by TSIC</li> <li>All workmen are required to complete Safety Induction Training as part of the onboarding process</li> <li>OEM-led training conducted for Central Maintenance &amp; Security teams</li> <li>Fire Marshall training on Pump House &amp; Hydrant operations</li> </ol>	<b>Negative</b>
6	<b>Product Quality &amp; Safety</b>	Risk	<p>Product quality and safety are fundamental to sustaining customer confidence, meeting regulatory requirements, and maintaining a reputation in the market. Any compromise in these areas may result in operational disruptions, financial penalties, legal liabilities, or loss of business.</p>	<ol style="list-style-type: none"> <li>Skipper adheres to all national, international, local legal statutes and ISO 9001:2015 with respect to product labelling and display of product information. The basic details displayed over the product as stickers are the product grade, batch number, dimension and quantity.</li> </ol>	<b>Negative</b>

S. 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	Human Rights	Risk	Respect for human rights is critical for Skipper, given its labour-intensive operations. Ensuring fair labor practices, safe working conditions, and respect for community rights is essential for legal compliance, workforce well-being, and securing social license to operate.	<ul style="list-style-type: none"> <li>a. Zero-tolerance approach towards child labour, forced labour, slavery, and human trafficking.</li> <li>b. Human rights training are conducted during onboarding of the employees</li> </ul>	Negative
8	Data Security, Privacy, and Cyber Security	Risk	Skipper increasingly is adopting digital systems for project management, supply chain coordination, and operational efficiency improvement. A cyberattack or data breach could disrupt operations, compromise sensitive client or project data, and damage stakeholder trust. With growing regulatory scrutiny on data privacy and security, non-compliance could lead to penalties and reputational risks.	<ul style="list-style-type: none"> <li>a. Annual training is conducted for employees on cybersecurity and privacy related topics</li> <li>b. The company is aligning its IT procedure with ISO 27001:2022</li> </ul>	Negative
9	Community Development	Risk and Opportunity	Skipper's operations can have considerable social, cultural, and economic impacts on nearby communities. A lack of trust and no engagement with the local community can hinder the Company's social initiatives and damage the Company's reputation, brand, and business continuity. Hence, maintaining proactive and continuous dialogue with stakeholders is crucial to building trust and affirming our commitment to delivering shared value.	<p>Skipper prioritizes building community self-reliance through targeted interventions in education, health, livelihoods, and infrastructure.</p> <ul style="list-style-type: none"> <li>a. Partnered with Friends of Tribals Society (FTS) to promote primary education in tribal belts</li> <li>b. Extended support through the Skipper Foundation to improve access to basic healthcare, education for the girl child, and public sanitation.</li> <li>c. Ekal on Wheels bridges the digital divide by bringing computer education directly to rural government school children</li> <li>d. Skipper, in collaboration with Sheo Bai Bansal Charitable Trust, continues to invest in building rural livelihoods at the Rammurti Bansal Kaushal Vikas Seva Kendra in Dumma, Deoghar.</li> </ul>	Negative and positive



## 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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
<b>1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	<b>Yes, we have policies aligned with NGRBC principles and its core elements.</b>								
IT Security Policy									Y
Policy on Preservation of Documents	Y								Y
Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons	Y								
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	Y			Y			Y		
Archival Policy	Y								
Vigil Mechanism/ Whistle Blower Policy	Y		Y	Y	Y				
Anti-Bribery and Anti-Corruption Policy	Y						Y		
Nomination and Remuneration Policy			Y						
Corporate Social Responsibility Policy						Y		Y	
Related Party Transactions Policy	Y								
Dividend Distribution Policy				Y					
Code of Conduct for Directors and Senior Management Personnel	Y		Y	Y	Y	Y	Y	Y	Y
EHS Policy		Y				Y		Y	Y
Product Quality Policy		Y				Y			
Supplier Code of Conduct		Y							
Policy for Prevention/ Prohibition/ Redressal of Sexual Harassment of Women at Workplace (POSH Policy)			Y		Y				
Policy on Determining Materiality of Events				Y					
Risk Management Policy				Y					
Sustainable Sourcing Policy		Y							
ESG Policy	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	<b>Yes, the policies are approved by the Board/Board Committee/ Executive Committee as applicable</b>								
c. Web Link of the Policies, if available	<b>IT Security Policy:</b> <a href="https://www.skipperlimited.com/Media/IT%20POLICY%20FOR%20CONSUMER.pdf">https://www.skipperlimited.com/Media/IT%20POLICY%20FOR%20CONSUMER.pdf</a>  <b>Policy on Preservation of Documents:</b> <a href="https://www.skipperlimited.com/Media/Skipper-%20Policy%20for%20preservation%20of%20documents-14jun22.pdf">https://www.skipperlimited.com/Media/Skipper-%20Policy%20for%20preservation%20of%20documents-14jun22.pdf</a>  <b>Archival Policy:</b> <a href="https://repository.skipperlimited.com/investor-relations/pdf/Archival-Policy-25.05.21.pdf">https://repository.skipperlimited.com/investor-relations/pdf/Archival-Policy-25.05.21.pdf</a>  <b>Vigil Mechanism/ Whistle Blower Policy:</b> <a href="https://www.skipperlimited.com/Media/Whistle%20Blower%20Policy-25.pdf">https://www.skipperlimited.com/Media/Whistle%20Blower%20Policy-25.pdf</a>  <b>Anti-Bribery and Anti-Corruption Policy:</b> <a href="https://repository.skipperlimited.com/investor-relations/pdf/ANTI-BRIBERY-POLICY.pdf">https://repository.skipperlimited.com/investor-relations/pdf/ANTI-BRIBERY-POLICY.pdf</a>								

Disclosure Questions										P1	P2	P3	P4	P5	P6	P7	P8	P9
										<b>Nomination and Remuneration Policy:</b> <a href="https://www.skipperlimited.com/Media/NRC-Policy.pdf">https://www.skipperlimited.com/Media/NRC-Policy.pdf</a> <b>Corporate Social Responsibility Policy:</b> <a href="https://repository.skipperlimited.com/investor-relations/pdf/Corporate-Social-Responsibility-Policy.pdf">https://repository.skipperlimited.com/investor-relations/pdf/Corporate-Social-Responsibility-Policy.pdf</a> <b>Related Party Transactions Policy:</b> <a href="https://www.skipperlimited.com/Media/Related-party-transactions-policy-2025.pdf">https://www.skipperlimited.com/Media/Related-party-transactions-policy-2025.pdf</a> <b>Dividend Distribution Policy:</b> <a href="https://repository.skipperlimited.com/investor-relations/pdf/dividend.pdf">https://repository.skipperlimited.com/investor-relations/pdf/dividend.pdf</a> <b>Code of Conduct for Directors and Senior Management Personnel:</b> <a href="https://repository.skipperlimited.com/investor-relations/pdf/Code-of-conduct-for-Directors-and-SMP.pdf">https://repository.skipperlimited.com/investor-relations/pdf/Code-of-conduct-for-Directors-and-SMP.pdf</a> <b>Policy on Determining Materiality of Events:</b> <a href="https://repository.skipperlimited.com/investor-relations/pdf/Policy-for-determination-of-Materiality-of-Events.pdf">https://repository.skipperlimited.com/investor-relations/pdf/Policy-for-determination-of-Materiality-of-Events.pdf</a> <b>Sustainable Sourcing Policy:</b> <a href="https://www.skipperlimited.com/Media/Sustainable%20Sourcing%20Policy.pdf">https://www.skipperlimited.com/Media/Sustainable%20Sourcing%20Policy.pdf</a> <b>ESG Policy:</b> <a href="https://www.skipperlimited.com/Media/Environmental,%20Social,%20and%20Governance%20(ESG)%20Policy.pdf">https://www.skipperlimited.com/Media/Environmental,%20Social,%20and%20Governance%20(ESG)%20Policy.pdf</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)										Yes, the Supplier Code of Conduct reflects key elements of the Company's policies and aligns with broader internal frameworks. Additionally, the Whistleblowing Policy is extended to external stakeholders, including suppliers and customers. The Company actively encourages its value chain partners to adopt the NGRBC principles and integrate responsible business practices suited to their respective business models.								
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.										a. ISO 9001:2015 for Quality Management b. ISO 45001:2018 for Occupational Health & Safety c. EPD (For Towers): EPD-IES-0004995:002 d. EPD (For Poles): EPD-IES-0004977:002 e. ISO 14001:2015 for Environmental Management System f. ISO/IEC 7025 -2017 Testing and calibration laboratories g. EN1090-1 & EN1090-2 h. Bureau of Indian Standards (BIS) i. GreenPro Ecolabel								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. <b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<p>Skippers have distinct targets across environmental and social parameters. It is also in the process of setting long-term targets across its key material topics.</p> <ul style="list-style-type: none"> <li>Committed to aligning Zero Liquid Discharge at all Business Units</li> <li>Zero Harm Goal</li> </ul>								
6. <b>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<p>Skipper is making steady progress toward its long-term targets, including Zero Liquid Discharge, and its Zero Harm Goal. While some initiatives are in early stages, the company remains committed to achieving these goals through structured action plans and continuous improvement.</p>								

### Governance, leadership and oversight

#### 7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**

The global transition towards clean energy and the growing demand for reliable and sustainable infrastructure presents a prime opportunity to scale. At Skipper, we firmly believe that our biggest contribution to sustainability is through enablement of infrastructure that supports the establishment and smooth running of multi-source renewable energy grids, as well as, through performance improvement of existing and transitional systems.

#### **Global ambitions, stronger fundamentals**

Skipper is strategically positioned to support this shift through our convergence of modern technology, automated state-of-the-art equipment, and a culture of continuous innovation – thereby enabling best-in-class products, faster project delivery and greater cost-competitiveness. These advantages directly benefit our customers by accelerating their time to market and reducing project costs. Such strengths make us envisage a future where India can become a global sourcing hub for the power and telecom industries.

With this goal in sight, Skipper has been consolidating our engineering and design skills with a focus on enhancing ease of installation, durability and safety. All our designs are subjected to rigorous analysis using advanced simulation tools that identify potential weaknesses before deployment. Further, we ensure hassle-free fitment and full-scale load testing of every piece of our structural components. Use of very high-quality input materials also assures reliability of our products. Across our value chain, we are embedding smart technologies and advanced tools to accelerate decision-making, reduce downtime, and provide a seamless experience for our customers. Our ability to provide end-to-end solutions – from structural design to galvanizing, component fabrication and onsite support, is a true differentiator reducing customers' dependency on third parties and drastically improving control over project timelines. We continue to enhance the capabilities of our in-house R&D Centre which is a Department of Scientific and Industrial Research (DSIR)-approved innovation hub and has successfully improved the performance of our products with every passing year. Energy efficiency, smarter' grid integration, modular designs, superior conductivity and minimal loss, better recyclability are all evolving asks as our industries transition towards cleaner energy infrastructure, and we are working hard to fulfil these.

#### **Integrating sustainability into our Product Manufacturing DNA**

Internally too, we are constantly improving our production processes to become more sustainable. Skipper has begun the GreenCo certification process which will cover our complete production value chain. We have also adopted Life Cycle Assessment and Environmental Product Declarations, and these approaches help us better monitor and mitigate our energy efficiency and emissions. These initiatives have also thrown up insights for better water conservation, waste management, material conservation and recycling and we are instituting changes along different aspects of our production processes – right from improving material use to logistics. In keeping with our focus on customer centricity and sustainability enablement, many of our products now publish the environmental impact of production.

As the world slowly builds an alternate green ecosystem for societies to reduce their environmental impact, Skipper is taking the initiative of addressing several sustainability goals from manufacturing and installing greener infrastructure to realizing India's growth potential and ensuring a carbon-light, development pathway for its billion-plus citizens.

Together, we are not just shaping infrastructure, we are shaping the future.

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).	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the Company has formed an ESG Committee that is responsible for monitoring and directing sustainability initiatives. The committee consists of two Executive Directors, one Non-Executive Independent Director, and a senior executive. The present composition is as follows:</p> <p>Mr. Devesh Bansal, Executive Director – Chairman</p> <p>Mr. Jalaj Malpani – President BE*.</p> <p>Mrs. Mamta Binani – Independent Director (Member)**</p> <p>Mrs. Mrs. Richa M Goyal- Non - Executive Director (Member)***</p> <p>Mr. Yash Pall Jain – Executive Director (Member)</p> <p>Mr. Raj Kumar Nanda – Head EHS and Sustainability – DGM (Member)****</p>								

\* Mr. Jalaj Malpani was inducted as a member in the ESG Committee wef., 30<sup>th</sup> April, 2025.

\*\* Mrs. Mamta Binani, ceased to be a member of the ESG Committee wef., 29<sup>th</sup> March, 2025.

\*\*\* Mrs. Richa M Goyal was inducted as a member of the ESG committee wef., 29<sup>th</sup> March, 2025.

\*\*\*\*Mr. Raj Kumar Nanda ceased to be a member of the ESG Committee wef., 30<sup>th</sup> April, 2025.

#### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee										Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9		P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, the performance against policies is reviewed by the Board/Board Committees.										All the policies are reviewed annually by the Board/Board Committees.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Board ensures continuous evaluation of statutory compliance with relevant principles through regular assessments and internal audits, enabling timely identification of corrective actions. In FY 2024-25, a third-party assessment was conducted by MKB & Associates.																		

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
No, we have not carried out independent assessment/ evaluation of the working of the policies by an external agency.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the 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

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

Segment	Total no of training and awareness programs held	Topics / principles covered under the training and its impact	% age of people in respective category covered by the awareness programs
<b>Board of Directors (BOD)</b>	14	<ul style="list-style-type: none"> <li>• Cybersecurity and Data Governance</li> <li>• Corporate Financial Management</li> <li>• CSR Audit</li> <li>• Relevant Statutory Amendments Risk Management Corporate Data &amp; IT security Online Dispute Resolution</li> <li>• Corporate Risk Management</li> <li>• Impact of the Data Protection Act</li> <li>• Corporate Compliance Management</li> <li>• Guideline for Financial instruments</li> <li>• Environment &amp; Carbon Foot Printing</li> <li>• Recent Major Amendments in Context of Corporate Social Responsibility</li> <li>• Private Placement</li> <li>• Artificial Intelligence- A strategic asset for listed Companies.</li> <li>• One familiarization Program was held for Independent Directors on the topic Amendments in Regulation 30 of SEBI LODR, 2015</li> </ul>	100%
<b>Key Managerial Personnel (KMP)</b>	10	<ul style="list-style-type: none"> <li>• Recent Amendments as Introduced by SEBI</li> <li>• Various Aspects of Managerial Remuneration</li> <li>• Recent Major Amendments in Context of Corporate Social Responsibility and its Practical Implementation</li> </ul>	100%
<b>Employees other than BOD and KMPs</b>	219	<ul style="list-style-type: none"> <li>• SDP - Supervisory Skill Development Program</li> <li>• Material Handling - Safety Precautions</li> <li>• Kaushal Technical Training</li> <li>• Winning Manager Workshop</li> <li>• Leadership Development Workshop - Go Beyond</li> <li>• Bath Fitting Refresher</li> <li>• Business Process Workshop (Fastener) SAP</li> <li>• Operator Training – Plant Supervisor</li> <li>• Apprentice Training</li> <li>• GET Tier I - Induction Training</li> <li>• Business Process Workshop (FAB &amp; GI) SAP</li> </ul>	100%

Segment	Total no of training and awareness programs held	Topics / principles covered under the training and its impact	% age of people in respective category covered by the awareness programs
		<ul style="list-style-type: none"> <li>EPC Induction Training</li> <li>Advance Power Point Session</li> <li>Advance Excel Session</li> <li>Safety Precautions Material handling</li> <li>Welding Training Visual</li> <li>Awareness of SOP</li> <li>5S Training</li> </ul>	
Workers	685	<ul style="list-style-type: none"> <li>EHS &amp; 5S walkthrough conducted</li> <li>EHS KAIZENS</li> <li>SLI Implementation on every EOT Crane</li> <li>Safety Standards developed</li> <li>Dedicated First Aid training &amp; certification.</li> <li>LOTO Training &amp; Certification</li> <li>Scaffolders Training &amp; Certification</li> <li>EOT crane Operator's competency training</li> <li>Celebration of World Environment Day, Road Safety Week, Fire Safety Week, Earth day</li> </ul>	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

NON – MONETARY					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of Case	Has appeal been preferred (Yes/No)
Imprisonment	Nil	Nil	Nil	NA	No
Punishment	Nil	Nil	Nil	NA	No

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

Case Details	Name of regulatory/ enforcement agencies/ judicial institutions
Nil	Nil

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

Skipper has adopted a comprehensive Anti-Corruption and Anti-Bribery Policy, aligned with its Code of Conduct and Whistle-blower Policy, and in compliance with applicable laws, including the Indian Prevention of Corruption Act, 1988. The policy underscores the Company's zero-tolerance approach to fraud, bribery, and corrupt practices. It promotes ethical decision-making and reinforces a culture of integrity and transparency across all operations. The policy is applicable to all employees across levels, including Directors, senior management, executives, supervisors, workers, and contract employees and outlines the standards of conduct expected at all times.

Link to the policies:

- i. Vigil Mechanism/ Whistle Blower Policy: <https://www.skipperlimited.com/Media/Whistle%20Blower%20Policy-25.pdf>
- ii. Anti-Bribery and Anti-Corruption Policy: <https://repository.skipperlimited.com/investor-relations/pdf/ANTI-BRIBERY-POLICY.pdf>
- iii. Code of Conduct for Directors and SMP: <https://repository.skipperlimited.com/investor-relations/pdf/Code-of-conduct-for-Directors-and-SMP.pdf>
- iv. Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons: <https://www.skipperlimited.com/Media/Code%20of%20Conduct%20to%20Regulate,%20Monitor%20and%20Report%20Trading%20By%20Designated%20Persons.pdf>
- v. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information: <https://repository.skipperlimited.com/investor-relations/pdf/Code%20of%20Practice%20and%20Procedure%20for%20Fair%20Disclosure%20of%20Unpublished%20Price%20Sensitive%20Information.pdf>

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of Directors	Nil	Nil	Nil	Nil
No. of complaints received in relation to issues of Conflict of Interest of KMPs	Nil	Nil	Nil	Nil

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

Not applicable as there were no fines/penalties.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	96	136*

\*The increase in the number of accounts payable in FY 23-24 to 136 is primarily due to adjustments post-accounts reconciliation, reflecting revised payment timelines and updated cost allocations.

## 9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
<b>Concentration of Purchases</b>	a) Purchases from trading houses as % of total purchases	Nil	Nil
	b) Number of trading houses where purchases are made from	Nil	Nil
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
<b>Concentration of Sales</b>	a) Sales to dealers / distributors as % of total sales	9.30%	9.88%
	b) Number of dealers / distributors to whom sales are made	250	227
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	26.32%	31.12%
<b>Share of RPTs in</b>	a) Purchases (Purchases with \ related parties / Total Purchases)	Nil	Nil
	b) Sales (Sales to related parties / Total Sales)	Nil	Nil
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d) Investments (Investments in related parties / Total Investments made)	Nil	Nil

## Leadership Indicators

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

Total no. of awareness programs held	Topics / principles covered in training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
19	Saathi Application, Plumber Schemes, Skipper PVC Product USPs, Product Demonstration-Principle 9.	We have covered 6000 + Plumbers, out of that 1000 plumbers are actively bringing business now, we are handholding the rest, so they also contribute to the business, the percentage is 16%

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

Yes, the Company's Code of Conduct includes a key principle aimed at identifying and managing actual or potential conflicts of interest involving the Company, its directors, and employees during business operations. To reinforce this commitment, all employees and members of the Board of Directors submit an annual declaration confirming compliance with the Code, including its provisions on conflict of interest.

The Code of Conduct is available at the following link: <https://repository.skipperlimited.com/investor-relations/pdf/Code-of-conduct-for-Directors-and-SMP.pdf>



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

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.**

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0%	0%	NIL
CapEx	3.82%	5.40%	Skipper's focus on clean energy and process innovation through capital investments in waste heat recovery systems, solar power, and hybrid furnaces has led to reduced coal consumption, improved energy efficiency, and lower greenhouse gas emissions, thereby strengthening its environmental performance.

2. **(a) Does the entity have procedures in place for sustainable sourcing?**

Skipper has developed a Sustainable Sourcing Policy aligned with ISO 20400:2015 and ISO 14001:2015. The Company actively procures responsibly sourced materials and gives preference to suppliers that uphold ethical and sustainable business practices. As part of its broader ESG roadmap, Skipper is strengthening its supplier due diligence mechanisms to ensure continued compliance with regional, local, and national sustainability requirements.

Link: <https://www.skipperlimited.com/Media/Sustainable%20Sourcing%20Policy.pdf>

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

Over 75% of the raw material inputs sourced across India were procured from suppliers demonstrating strong ESG commitments.

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

<b>(a) Plastics (including packaging)</b>	Skipper is registered under Extended Producer Responsibility (EPR) and fulfills its obligations both as an importer and a brand owner. The company ensures that plastic packaging waste generated from imported goods is responsibly collected, documented, and recycled. Additionally, for plastic packaging introduced into the market through its products, they ensure responsible plastic waste management by fulfilling its EPR obligations through authorized recyclers and verified credit mechanism.
<b>(b) E-waste</b>	The Company generates a minimal amount of E-waste across its corporate offices and manufacturing units. All E-waste are responsibly disposed of through authorized and certified recyclers, in compliance with the E-Waste Management Rules. The Company also maintains Form 6 – E-waste manifest for every transaction, ensuring complete traceability and regulatory compliance. This process reflects Skipper's commitment to responsible waste handling and environmentally sound recycling practices.
<b>(c) Hazardous waste</b>	The Company complies with all applicable environmental regulations and ensures that hazardous waste generated at its manufacturing units is handled in accordance with SPCB/CPCB guidelines. In FY 2024–25, 100% of the hazardous waste was sent to authorized vendors. The Company maintains thorough documentation and tracking for each batch disposed of and ensures timely filing of hazardous waste returns. Additionally, records are maintained in accordance with prescribed formats, including Form 10, as mandated under the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.
<b>(d) Other waste</b>	A significant portion of the waste generated during operations comprises metallic and non-metallic scrap, all of which is 100% recycled. This waste is either reused internally or sent to foundries for recycling. Skipper also repurposes cut metal from its pole-making operations in the fasteners division, supporting a circular manufacturing process.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, Extended Producer Responsibility (EPR) applies to Skipper's operations. The Company confirms that its waste collection, segregation, and channelization process is fully aligned with the EPR plan submitted to the Pollution Control Board, covering obligations as both an Importer and a Brand Owner. All plastic packaging waste is responsibly recycled through authorized waste management agencies, and annual compliance reports are filed as required by law.

## Leadership Indicators

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

Yes, the Company has done Life Cycle Assessment (LCA) for two of its products – Hot Dip Galvanized Poles and Towers to evaluate and quantify the embedded carbon associated with their manufacturing processes.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
2511	Poles	76.08%	Cradle-to-Gate	Yes	<a href="https://www.environdec.com/library/epd4977">https://www.environdec.com/library/epd4977</a>
2511	Towers		Cradle-to-Gate	Yes	<a href="https://www.environdec.com/library/epd4995">https://www.environdec.com/library/epd4995</a>

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

Name of Product / Service	Description of the risk / concern	Action Taken
Hot dip galvanized Steel Towers	High fossil fuel-based CO <sub>2</sub> emissions during steel galvanization (GWP-fossil: ~3.37 tCO <sub>2</sub> e/tonne) and significant non-renewable energy use across lifecycle stages (PENRT: ~31,300 MJ/tonne).	Transitioning towards renewable energy sourcing for manufacturing units; planning for phased decarbonisation aligned with Net Zero by 2050 targets; conducting regular energy audits; engaging suppliers on low-carbon material sourcing.
	Waste generation during fabrication and end-of-life phases, including non-hazardous waste (~251 kg/tonne) and landfill dependency for unrecycled components (12% landfill rate at EoL).	Adoption of material recycling protocols, recovery planning and enhanced segregation; targeting higher steel recycling rates (currently 88% at EoL); exploring circularity by integrating design for disassembly principles and extending partnerships for industrial scrap reuse.
	Use of pickling acids, fluxing agents and dichromate-based chemicals in the galvanizing process poses occupational and ecological risks if unmanaged.	All galvanization units are certified under ISO 14001:2015 and ISO 45001:2018. Adequate effluent treatment systems, personal protective equipment (PPE), and strict chemical handling SOPs are in place. Aiming to achieve Zero Liquid Discharge (ZLD) across all.
	Freshwater consumption in the galvanizing and quenching processes.	Implementation of water conservation and recycling systems; investing in rainwater harvesting and closed-loop water treatment; progressive movement towards ZLD goals; prioritising water stress mitigation in high-risk zones through site-level water budgeting and process redesign.

Name of Product / Service	Description of the risk / concern	Action Taken
Hot Dip Galvanized Pole and High Mast	High GHG emissions during raw material processing and galvanization (approx. 3.24 tCO <sub>2</sub> e/tonne, A1–A3), with continued reliance on coal-based grid electricity (GWP-GHG: 1.01 kg CO <sub>2</sub> /kWh).	Skipper is undertaking a progressive transition to renewable energy and energy-efficient operations. Aspiration Plans aligned with the Net Zero by 2050 roadmap include sourcing green power, modernizing galvanizing infrastructure, and adopting low-carbon procurement practices.
	High freshwater consumption during acid pickling, rinsing, fluxing and quenching (water deprivation potential).	Targeting Zero Liquid Discharge (ZLD) across all galvanization units. Installed ETP systems, promoting rainwater harvesting, closed-loop water reuse, and site-level water audits to reduce freshwater dependency, especially in water-stressed regions.
	Use of hazardous chemicals like hydrochloric acid and dichromate during galvanization poses occupational and environmental risks.	Implementation of ISO 14001: 2015 and ISO 45001:2018 certified EHS systems. Standard operating procedures (SOPs) for safe handling, storage, and neutralization of hazardous substances. Regular training, PPE compliance, and third-party audits are conducted.
	End-of-life steel disposal results in 12% landfill and approx. 201 kg of waste (non-hazardous + hazardous) per tonne of product.	Skipper encourages design for recyclability and actively engages in circular economy models. Current recycling rate at EoL is 88%. Continuous improvement efforts include scrap traceability, supplier co-processing, and extending the recyclability of packaging materials and components.

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
	0.5%*	NIL

\*We have only reused polymer as our input material in FY 2024-25.

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable, as the Company's products (poles and towers) are made of metals and have a lifespan of > 25 years. These are 100% recyclable at the end of their service life.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products & packaging materials as % of total products sold
Not Applicable	Not Applicable

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

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

Category	% of employees covered										
	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	1208	1208	100%	1208	100%	0	0	0	0	0	0
Female	35	35	100%	35	100%	35	100%	0	0	0	0
Total	1243	1243	100%	1243	100%	35	100%	0	0%	0	0%
Other than Permanent employees											
Male	108	108	100%	108	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	108	108	100%	108	100%	0	0%	0	0%	0	0%

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

Category	% of workers covered										
	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	2324	2324	100%	2324	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	2324	2324	100%	2324	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	5055	5055	100%	5055	100%	0	0	0	0	0	0
Female	32	32	100%	32	100%	32	100%	0	0	0	0
Total	5087	5087	100%	5087	100%	32	100%	0	0%	0	0%

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

	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Cost incurred on well-being measures as a % of total revenue of the company	0.02%	0.31%

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

Benefits	FY 2024-25			FY 2023-24		
	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	88.75%	99.81%	Y	87.20%	99.60%	Y
Gratuity	93.34%	100%	NA	87.90%	99.50%	NA
ESI	16.51%*	84.94%	Y	47%	99.60%	Y

\*The difference in ESI percentage due to change in consolidate methodology

**Accessibility of workplaces**

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

Skipper's plants and corporate offices are largely accessible to differently abled employees, with some exceptions due to safety and design constraints. Facilities at Corporate offices include braille-equipped elevators, ramps, touchless entry points, and wheelchair-accessible restrooms on the ground floor whereas the plant has only wheelchair accessible restrooms.

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

Skipper's ESG policy covers commitment to Diversity & Inclusion which aligns with the Rights of Persons with Disabilities Act, 2016. The Company is committed to hiring, assessing and working with individuals on merit, without any discrimination related to caste, creed, gender, race, religion, disability, or sexual orientation. This approach ensures non-discrimination in recruitment, remuneration, and promotion, fostering equal opportunities for all employees.

Skipper's ESG policy can be accessed from the below:

[https://www.skipperlimited.com/Media/Environmental,%20Social,%20and%20Governance%20\(ESG\)%20Policy.pdf](https://www.skipperlimited.com/Media/Environmental,%20Social,%20and%20Governance%20(ESG)%20Policy.pdf)

**4. 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*	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female**	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable	Not Applicable	Not Applicable

\*No provision of paternity leave in the organization

\*\*No maternity leave availed by any female employees

**5. 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	If yes, then give details of the mechanism in brief
Permanent Workers	Yes, Skipper has implemented an Employee Grievance Redressal Policy that outlines a structured mechanism for employees to raise concerns in a constructive manner. The policy ensures that all grievances are heard and addressed effectively, helping to prevent conflicts and misunderstandings. The Company actively encourages open communication to promote a supportive, respectful, and inclusive workplace environment. The grievance redressal policy is accessible at the internal server of Skipper available for the employees.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	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						
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

The Company does not have any employee and workers unions.

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

Category	FY 2024-25					FY 2023-24				
	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/A)	Number (F)	% (F/A)
EMPLOYEES										
Male	1316	1316	100%	690	52.4%	1856	1856	100%	1574	85%
Female	35	35	100%	25	71.4%	19	19	100%	19	100%
Total	1351	1351	100%	715	52.9%	1875	1875	100%	1593	85%
WORKERS										
Male	7379	7379	100%	665	9%	1293	1293	100%	1293	100%
Female	32	32	100%	0	0%	0	0	0%	0	0%
Total	7411	7411	100%	665	9%	1293	1293	100%	1293	100%

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

	FY 2024-25			FY 2023-24		
	Total	No.	Percentage	Total	No.	Percentage
<b>EMPLOYEES</b>						
Male	1316	1316	100%	1856	1269	68.40%
Female	35	35	100%	19	11	57.90%
<b>Total</b>	<b>1351</b>	<b>1351</b>	<b>100%</b>	<b>1875</b>	<b>1280</b>	<b>68.26%</b>
<b>WORKERS</b>						
Male	7379	7379	100%	1293	1038	80.27%
Female	32	32	100%	0	0	0%
<b>Total</b>	<b>7411</b>	<b>7411</b>	<b>100%</b>	<b>1293</b>	<b>1038</b>	<b>80.27%</b>

## 10. Health and safety management system:

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

Yes, the Company maintains a structured Occupational Health and Safety Management System aligned with ISO 45001:2018 that covers all operational locations. The system is designed to ensure compliance with defined safety procedures and to manage workplace risks effectively. The Company allocates adequate resources, including trained personnel, appropriate tools and equipment, and a safe working environment, to support the health and safety of its employees and workers.

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

The Company's Health and Safety team carries out regular site-level assessments, including Hazard Identification and Risk Assessment, to proactively identify and manage occupational risks. Risks are evaluated based on their severity and likelihood and are classified into low, medium, and high categories. Based on this classification, appropriate control measures are implemented, including risk elimination, mitigation, or acceptance where applicable.

Employee and worker participation is integral to the Company's health and safety approach. Workers are actively involved in identifying hazards, assessing environmental and safety aspects and impacts, setting safety objectives, and participating in emergency mock drills. Toolbox talks are conducted every day in each shift to facilitate regular communication and awareness on site-specific safety topics.

To strengthen a culture of safety, the Company has established multiple channels for reporting unsafe conditions. Workers are encouraged to report hazards to their supervisors or designated safety teams. In addition, suggestion boxes are placed at key locations to enable anonymous reporting of incidents or safety concerns.

The Company follows a defined Incident Management process, which includes timely investigation, documentation, communication, and control measures. All incidents are recorded in an Incident Register and reviewed for corrective actions. The EHS team conducts root cause analysis for each reported incident and implements preventive measures to avoid recurrence.

This is integrated into routine operations to enhance overall workplace efficiency and hazard control.

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

Yes, the Company has established robust processes to enable workers to report work-related hazards and withdraw from potentially unsafe conditions. Skipper fosters a proactive safety culture by encouraging all employees and workers to report unsafe conditions, unsafe behaviours, and near-miss incidents directly to their supervisors, line managers, job-in-charge personnel, or the Health and Safety team. Workers are empowered to stop work immediately if they perceive a safety risk, with operations resuming only after a thorough review, root cause analysis, and implementation of corrective actions by the respective process owners and cross-functional teams.

To ensure ongoing engagement, a two-way communication system exists between the employees/workers and the Company. Toolbox talks are conducted at the shop floor during each shift to maintain continuous dialogue on safety issues. Additionally, workers actively participate in periodic safety committee meetings where they are encouraged to voice concerns and suggest improvements. Skipper follows a defined procedural framework for hazard control and safe operations. A 'Permit to Work' system is implemented after conducting a Job Safety Analysis (JSA). Work is authorized only when adequate control measures are in place to manage any identified hazards. This structured approach ensures that all safety concerns are addressed promptly and contributes to a workplace culture where risk is systematically assessed and mitigated.

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

Yes, the Company provides comprehensive access to non-occupational medical and healthcare services for all employees. Skipper demonstrates its strong commitment to employee health and well-being through an extensive group healthcare package that includes broad health insurance coverage. Workers are covered under the Employee State Insurance Corporation (ESIC) scheme.

In addition to insurance benefits, Skipper has established partnerships with nearby hospitals, to offer regular outpatient department (OPD) services. This ensures continuous and easily accessible medical support for both employees and workers. The Company has also launched a worker health promotion program in collaboration with a partner hospital, which includes financial assistance for preventive health check-ups.

Skipper regularly organizes on-site health check-up camps. These initiatives reflect the Company's proactive approach to promoting long-term employee well-being beyond occupational health requirements.

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

Safety Incident/ Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR)	Employees	0.24	0.19
	Workers	2.21	1.43
Total recordable work-related injuries	Employees	2	2
	Workers	28	15
No. of fatalities	Employees	0	1
	Workers	1	1
High consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company is deeply committed to ensuring a safe and healthy workplace, reflected through its structured safety management systems and comprehensive training initiatives. All employees and workers undergo regular health and safety training, guided by a monthly training planner that targets specific groups based on risk exposure and job roles. Newly recruited employees participate in induction training that covers both general safety protocols and job-specific risks. Continuous training sessions are also conducted on critical topics such as electrical safety, gas cutting, and gas handling.

Each operational facility is equipped with a dedicated Occupational Health Centre, staffed by paramedical personnel and a designated Factory Medical Officer to provide continuous medical support. Dedicated safety officers at each site oversee health and safety implementation, while a Safety Committee comprising workers and contractors meets quarterly to review practices and recommend improvements.

The Company integrates both engineering and administrative controls tailored to the risks identified during regular internal safety audits and walkthroughs. These controls include light curtain sensors for machine safety, physical guards to prevent man-machine interface, interlocking guards, proximity sensors with danger signage, hazard communication boards, audio-visual alarms in hazardous areas, and clearly displayed work instructions along with a do's & don'ts list.

To ensure that all workers are adequately protected, a dedicated PPE matrix is defined for each department and division. Based on this matrix, appropriate PPE kits including heat-resistant gear and other specialized equipment are issued to workers, ensuring alignment with the specific hazards associated with their roles.

Routine audits of critical safety equipment such as fire hydrants, eye showers, and hand washers are conducted to maintain functionality and readiness. These combined measures underscore Skipper's proactive approach to workplace safety and its commitment to protecting the health and well-being of its workforce.

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

	FY 2024-25			FY 2023-24		
	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	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil



#### 14. Assessments for the year:

	% of plants & offices were assessed (by entity / statutory authorities / third parties)
Health and safety practices	100%*
Working Conditions	100%*

\*All five plants were assessed by third-party aligned with ISO 45001: 2018 standard requirements.

#### 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

To uphold a safe and well-prepared work environment, the Company gives high priority to corrective actions aligned with the risks identified through regular health and safety assessments. These actions involve implementing engineering controls, updating standard operating procedures, delivering focused safety training to employees, and providing suitable personal protective equipment (PPE).

In addition, to reduce critical risks and enhance operational safety, the Company has introduced key technical measures. These include the use of material stackers for secure storage, reverse cameras in mobile cranes to improve visibility and minimize blind spot hazards, and Safe Load Indicators in EOT and Goliath cranes to avoid overloading.

As part of continuous safety efforts, the Company also carries out quarterly mock drills at its sites. These drills aim to evaluate emergency response plans, pinpoint improvement areas, and ensure that all staff are familiar with the correct emergency protocols.

### Leadership Indicators

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

Yes, the Company offers group health insurance and accident coverage to all its employees, while workers are covered under the Workmen Compensation Act. Additionally, a Critical Illness Benefit Policy is in place to provide support for serious or life-threatening conditions that require immediate medical attention.

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

The Company upholds transparency and accountability across its value chain by instituting robust vendor governance protocols. All vendor partners are required to complete a structured onboarding process, which includes submission of relevant statutory documentation to validate appropriate deduction and remittance of applicable dues.

As part of Skipper's compliance framework, vendors must submit declarations affirming adherence to all statutory obligations. The Company's SAP-integrated systems further ensure automatic verification of statutory compliance aligned with Contract terms and conditions. Applicable deductions, such as TDS, Works Contract Tax, etc., are systematically applied where relevant.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated & placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	1	0	1
Workers	0	1	0	1

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

Skipper supports talent retention through a structured program that considers the importance of the role, business priorities, and the need for continuity of workforce. In select cases, highly qualified senior employees have been retained as advisors following their retirement. Additionally, throughout employment, all employees are provided with capacity-building and skill enhancement training sessions to promote ongoing employability.

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

	% of value chain partners (by value of business done with such partners) were assessed*
Health and safety practices	28%
Working Conditions	28%

*\*Domestic Service Vendor are considered under the value chain partners assessment*

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

During FY 2024-25, no significant concerns related to health, safety, or working conditions were identified. Hence, no corrective action plans were deemed necessary for value chain partners.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders**

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

Skipper, with its diversified presence across Engineering Goods, Polymers, and Infrastructure divisions, adopts a structured and dynamic approach to stakeholder identification aligned with its strategic priorities and sustainability goals. The Company conducts a stakeholder mapping exercise as part of its broader ESG and materiality assessment, in collaboration with independent experts. This process ensures that key stakeholder groups are identified and prioritized based on their influence, dependency, and interest in the Company's operations and long-term value creation.

The stakeholder identification process includes the following steps:

- a. **Stakeholder Identification:** The Company identifies stakeholders based on dependency, influence, responsibility, and relevance to its business segments. Key groups include customers, employees, suppliers, investors, regulators, and communities. Their needs and expectations are assessed and prioritized accordingly.
- b. **Review Process:** The stakeholder list is periodically reviewed based on evolving business operations, ESG regulations, and stakeholder feedback, ensuring relevance and responsiveness.
- c. **Channels of Communication:** Engagement is conducted through meetings, site visits, surveys, group discussions, and emails selected based on accessibility, group size, and engagement goals.
- d. **Frequency of Engagement:** Engagement varies by stakeholder type from daily to annual depending on priority and business needs.

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

Stakeholder Group	Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others –specify)	Purpose and scope of engagement include key topics and concerns raised during such engagement
<b>Investors</b>	No	<ul style="list-style-type: none"> <li>* Website</li> <li>* Quarterly financial results</li> <li>* Annual reports</li> <li>* Investor presentations</li> <li>* Annual General Meeting</li> <li>* Emails</li> <li>* Newspapers</li> </ul>	Annually / Quarterly / Need based	Engage investors through regular updates on business performance, new developments, and query resolution. Emphasize financial results, ethical conduct, anti-corruption practices, risk management, protection of stakeholder rights, and a long-term value creation strategy.
<b>Customers</b>	No	<ul style="list-style-type: none"> <li>* Advertisements, exhibitions and events</li> <li>* Digital and social media connect</li> <li>* Brochures and catalogues</li> <li>* Website</li> <li>* Phone calls, e-mails</li> <li>* Formal informal review of customer relationships &amp; requirements</li> </ul>	Regular and Continuous Engagement	Gaining deeper insights into customer needs and preferences is vital for driving innovation, improving service delivery, and supporting business growth.
<b>Employees</b>	No	<ul style="list-style-type: none"> <li>* Online and offline training</li> <li>* Emails, newsletters &amp; intranet portals</li> <li>* Team &amp; Staff meetings</li> <li>* Performance appraisal reviews</li> <li>* Committees engagements</li> </ul>	Regular and Continuous Engagement	Support employee growth and well-being by addressing career aspirations, job satisfaction, and training needs. Communicate the Company's vision, short- and long-term goals, and foster a safe, fulfilling, and inclusive work environment.
<b>Suppliers</b>	No	<ul style="list-style-type: none"> <li>* Supplier questionnaires and onboarding platform</li> <li>* E-mails and phone call and meets</li> </ul>	Regular and Continuous Engagement	Promote transparent and open communication to ensure quality, cost efficiency, timely delivery, and alignment on future growth. Build strong supplier partnerships by addressing concerns on pricing, sustainability, compliance, and innovation.

Stakeholder Group	Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others –specify)	Purpose and scope of engagement include key topics and concerns raised during such engagement
Regulators	No	<ul style="list-style-type: none"> <li>* E-mails</li> <li>* Regulatory filings</li> <li>* Statutory compliance inspections and reports</li> <li>* Annual reports</li> </ul>	Regular and Continuous Engagement	Maintain proactive engagement with regulators to ensure compliance with all statutory requirements, including corporate governance, tax obligations, and environmental norms. This builds trust and minimizes regulatory risk.
Community	Yes	<ul style="list-style-type: none"> <li>* Community meetings</li> <li>* CSR programs, reviews, and feedback discussions</li> </ul>	Regular and Continuous Engagement	Foster meaningful relationships with local communities by using resources responsibly and supporting initiatives in health, education, skill development, environment, and infrastructure—demonstrating a long-term commitment to inclusive growth.
Industry bodies and associations	No	<ul style="list-style-type: none"> <li>* Conferences and industry events</li> </ul>	Regular and Continuous Engagement	Engage collaboratively with civil society and knowledge partners to co-develop solutions for shared challenges and drive sustainable outcomes.

## Leadership Indicators

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

The Company believes that consistent and meaningful stakeholder engagement is essential for aligning its ESG strategies with long-term business objectives. Through structured processes such as surveys, consultations, and direct interactions, the Company gathers valuable insights on stakeholder concerns, expectations, and emerging issues. This feedback is regularly communicated to the Board through formal reporting channels, enabling informed decision-making that reflects stakeholder priorities and strengthens trust and accountability across the organization.

Oversight is provided by a dedicated ESG Committee comprising two Executive Directors, a Non-Executive Independent Director, and a Senior Executive, ensuring effective monitoring of environmental and social initiatives. Reflecting this commitment, Director Sharan Bansal was named among the 'Top 50 Achievers in Clean Energy and E-Mobility' by SMART Energy magazine, underscoring the Company's leadership in sustainability.

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

Yes, the Company conducted stakeholder consultations to support the identification and management of economic, environmental and social topics. A structured materiality assessment was carried out involving diverse stakeholders such as the Board of Directors,

employees, customers, suppliers, and local communities. Feedback and input received from these stakeholders in the form of surveys, interviews, workshops etc. were analyzed, prioritized, and integrated into the Company's ESG strategy. For example, employee suggestions led to enhancements in workplace safety protocols and community input influenced the expansion of local environmental initiatives. These stakeholder-driven insights have directly shaped the development and refinement of corporate policies and sustainability activities.

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

The Company demonstrates a steadfast commitment to empowering vulnerable and marginalized stakeholders, including local communities and employees, through its dedicated Corporate Social Responsibility (CSR) initiatives. By embracing a holistic approach, the Company actively engages these stakeholder groups to identify their concerns and implement targeted actions across key CSR focus areas such as animal welfare, environmental sustainability, healthcare, education, and rural development. Through regular community interactions and feedback mechanisms, the Company ensures that stakeholder concerns inform and enhance these initiatives, resulting in meaningful improvements in livelihoods, educational opportunities, health outcomes, environmental quality, and overall community well-being.

## PRINCIPLE 5: Businesses should respect and promote human rights

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

	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	1243	1243	100%	1875	1875	100%
Other than Permanent	108	108	100%	0	0	0
<b>Total Employees</b>	<b>1351</b>	<b>1351</b>	<b>100%</b>	<b>1875</b>	<b>1875</b>	<b>100%</b>
<b>WORKERS</b>						
Permanent	2324	2324	100%	1293	1293	100%
Other than Permanent	5087	0	0%	4021	4021	100%
<b>Total Workers</b>	<b>7411</b>	<b>7411</b>	<b>100%</b>	<b>5314</b>	<b>5314</b>	<b>100%</b>

\*Skipper conducts mandatory annual training for all employees on discrimination under its POSH Policy

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

Category	FY 2024-25					FY 2023-24				
	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	1243	0	0	1243	100%	1875	0	0	1875	100%
Male	1208	0	0	1208	100%	1856	0	0	1856	100%
Female	35	0	0	35	100%	19	0	0	19	100%
Other than Permanent	108	0	0	108	100%	0	0	0	0	0
Male	108	0	0	108	100%	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

Category	FY 2024-25					FY 2023-24				
	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)
WORKERS										
Permanent	2324	0	0	2324	100%	1293	0	0	1293	100%
Male	2324	0	0	2324	100%	1293	0	0	1293	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	5087	0	0	5087	100%	4021	0	0	4021	100%
Male	5055	0	0	5055	100%	4000	0	0	4000	100%
Female	32	0	0	32	100%	21	0	0	21	100%

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

**a. Median remuneration / wages:**

	MALE		FEMALE	
	Number	Median remuneration/ salary/ wages	Number	Median remuneration/ salary/ wages
Board of Directors (BoD)	9	35,74,892	2	4,30,000
Key Managerial Personnel	1	94,15,764	1	18,11,136
Employees other than BoD and KMP	3619	3,30,566	37	4,96,704
Workers	5052	1,32,000	19	1,32,000

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	1.33%	1.07%

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

The Company places a strong emphasis on upholding human rights across all its operations. The Human Resources team serves as the central point of coordination, working closely with key internal stakeholders to proactively identify, assess, and address any actual or potential human rights concerns.

As part of its commitment, the Company integrates human rights awareness into its employee induction program, ensuring that all new hires are educated on relevant principles and practices from the outset. The company also conducts mandatory annual training on POSH (Prevention of Sexual Harassment) for all its employees. Furthermore, the Company adheres strictly to all applicable human rights laws and regulations, demonstrating its dedication to ethical and responsible business conduct.

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

The Company is committed to upholding and promoting human rights across all its operations, reflecting its dedication to ethical business practices and social responsibility. To safeguard the well-being of its employees and workers, the Company has established structured mechanisms for reporting and addressing human rights concerns.

Employees are encouraged to report any grievances either through their respective plant Human Resources representatives or directly to their reporting managers. Upon receiving such reports, the HR team undertakes a detailed investigation and ensures that appropriate corrective and preventive actions are implemented to resolve the issues effectively.

These measures reinforce the Company's commitment to maintaining a respectful, safe, and inclusive work environment for all.

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

	FY 2024-25			FY 2023-24		
	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	Not applicable	0	0	Not applicable
Discrimination at workplace	0	0	Not applicable	0	0	Not applicable
Child Labour	0	0	Not applicable	0	0	Not applicable
Forced Labour/ Involuntary Labour	0	0	Not applicable	0	0	Not applicable
Wages	0	0	Not applicable	0	0	Not applicable
Other human rights related issues	0	0	Not applicable	0	0	Not applicable

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaint 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.**

Skipper is committed to providing a safe, respectful, and inclusive workplace for all employees and stakeholders. Robust policies and procedures, including the Prevention of Sexual Harassment (POSH) Policy, Business Responsibility and Sustainability Policy, and the Code of Conduct, are in place to prevent discrimination, harassment, and retaliation. An Internal Complaints Committee ensures all complaints are handled with confidentiality, impartiality, and sensitivity. The Company maintains a zero-tolerance approach to misconduct, supported by measures such as employee support, thorough investigations, and corrective actions. These initiatives collectively promote a culture of dignity, equality, and accountability. Employees can report concerns by writing to [posh@skipperlimited.com](mailto:posh@skipperlimited.com).

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

Skipper requires its value chain partners to comply with all applicable labour laws, including strict adherence to regulations prohibiting child labour, forced or compulsory labour, and other statutory obligations.

**10. Assessments for the year:**

	% of your plants and offices 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 – specify	Nil

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

During FY 2024-25, no significant risks related to child labour, sexual harassment, workplace discrimination, or wage practices were identified at our plants. Hence, no corrective actions were implemented.

## Leadership Indicators

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

During FY 2024-25, the company did not receive any complaints related to human rights. Hence, no modification in business was introduced.

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

The Company has not conducted any Human rights due diligence during the reporting period.

### 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?

The Company is committed to building an inclusive and accessible workplace environment. It has implemented necessary infrastructural and operational measures across its facilities to ensure that people with disabilities, including employees and visitors, can navigate and engage with the workplace without barriers.

To further support this commitment, the Company conducts regular sensitization programs for employees, aimed at enhancing awareness and understanding of the needs of differently abled individuals. These initiatives empower employees to offer appropriate assistance and contribute to a culture of empathy, respect, and inclusion.

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

	% of value chain partners (by value of business done with such partners) were assessed*
Child labour	28%
Forced/ involuntary labour	28%
Sexual harassment	28%
Discrimination at workplace	28%
Wages	28%
Others – specify	Not Applicable

\*Domestic Service Vendor are considered under the value chain partners assessment

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

During FY 2024-25, Skipper did not identify any significant risks related to child labour, sexual harassment, workplace discrimination, or wage practices through its assessments. Hence, no corrective actions were taken.

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

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

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	9142	7403
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>9142</b>	<b>7403</b>



Parameter	FY 2024-25	FY 2023-24
<b>From non-renewable sources</b>		
Total electricity consumption (D)	191,692	182,930
Total fuel consumption (E)	560,733	653,548
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>752,425</b>	<b>836,478</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>761,567</b>	<b>843,881</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00001654	0.000000257*
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0003382	0.00000522*
Energy intensity in terms of physical output in MT of production	2.04	2.03
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\*Previous year's data has been updated to incorporate intensity per turnover and PPP adjustments for consistency and improved comparability.

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

No, the Company does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Consequently, there are no targets set under the PAT scheme for Skipper, and no remedial actions are required.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	0
(ii) Groundwater	75,352*	91,772
(iii) Third party water	4254	0
(iv) Seawater / desalinated water	0	0
(v) Others		
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>79,606</b>	<b>91,772</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>68,046</b>	<b>91,772</b>
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	0.000000015	0.0000000280**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000000302	0.000000567**
Water intensity in terms of physical output in MT of production	0.18	0.22
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

\*Residential colony is not included

\*\*Previous year's data has been updated to incorporate intensity per turnover and PPP adjustments for consistency and improved comparability.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharged by destination and level of treatment (in kiloliters)</b>		
<b>(i) To Surface water</b>	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third parties</b>	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(v) Others</b>	11,560	11,680
No treatment	8,086	0
With treatment – please specify level of treatment	3,474	11,680
<b>Total water discharged (in kiloliters)</b>	<b>11,560*</b>	<b>11,680</b>

\*Uluberia site is reusing 100% treated ETP water in manufacturing process.

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

While the Company's facilities have not yet achieved Zero Liquid Discharge (ZLD) certification, substantial progress has been made in advancing responsible water management practices. The Company's Uluberia plant has installed state-of-the-art systems to treat greywater from galvanizing, rolling mills, and polymer processing.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	tonnes/ year	13.96*	139
SOx	tonnes/ year	10.40*	84
Particulate matter (PM)	tonnes/ year	33.79*	53
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		-	-

\*The significant decrease in PM, SOx, NOx due to change in reporting methodology from mg/Nm3 to tonnes/year.

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	51,854	59,248
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	38,496	36,383

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	t-Co2e/million turnover	0.00000196	0.000000291*
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	t-Co2e/million turnover	0.00004013	0.000000591*
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	t-Co2e/MT of production	0.24	0.23
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

\*Previous year's data has been updated to incorporate intensity per turnover and PPP adjustments for consistency and improved comparability.

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

Yes, the Company has implemented the following initiatives across its operations to reduce Green House Gas emissions.

- Heat Recovery & Reuse of Heat – Installation of Recuperator: Recuperators have been installed with rolling mills to recover significant quantities of waste heat (approximately 400–450°C) from flue gases and reuse it for preheating furnaces. This system reduces reliance on coal for reheating, and once fully implemented across all rolling mills, it is expected to yield substantial environmental and operational benefits. During FY 2024-25, energy consumption reduced, potential annual coal savings of 4800 metric tons, and greenhouse gas abatement equivalent to 11,760 metric tons of CO<sub>2</sub> per year. Additionally, it contributes to non-tangible benefits such as reduced air pollution and reinforcing the company's commitment to sustainability.
- A daylight harvesting system has been installed using rooftop sheets to enhance natural lighting in work areas, achieving 250–300 LUX during daytime without electricity. This eco-friendly initiative reduces energy consumption by utilizing renewable natural light.
- The Company has initiated the phased replacement of pure CO<sub>2</sub> gas with an Argon-CO<sub>2</sub> mix (80:20 ratio) in MIG welding which significantly lowers the carbon footprint. Once fully implemented, it is expected to eliminate approximately 200–250 MT of CO<sub>2</sub> consumption annually, contributing to improved organizational sustainability and GHG emission reduction.

Moreover, during FY 2024-25 Skipper received carbon offset certificate for offsetting 2,266MT of CO<sub>2</sub> by switching to LPG.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	1494	1,441.05
E-waste (B)	2.74	0
Bio-medical waste (C)	0.00377	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste specifies (G)	4,624	3,833.80
Other Non-hazardous waste generated (H). Please specify	30,336	29,569.50
<b>Total (A+B + C + D + E + F + G +H)</b>	<b>36,456</b>	<b>33,844.35</b>
Waste intensity per rupee of turnover (Total waste generated in MT / Rs. Crore of Revenue)	0.000000008	0.0000000106*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/PPP adjusted revenue in Rs. Crore)	0.000000160	0.00000022*

Parameter	FY 2024-25	FY 2023-24
<b>Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
Category of waste		
(i) Recycled	30,632**	1,373.74
(ii) Re-used	1,362	0
(iii) Other recovery operations		
<b>Total</b>	<b>31,994</b>	<b>1,373.74</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
Category of waste		
(i) Incineration	0.00377	0
(ii) Landfilling	4,418	2,571
(iii) Other disposal operations	0	30,913.81
<b>Total</b>	<b>4,418</b>	<b>33,484.81</b>

\*Previous year's data has been updated to incorporate intensity per turnover and PPP adjustments for consistency and improved comparability.

\*\* In FY 2024-25, we included zinc, zinc dross, zinc ash, empty barrels, e-waste, and metal waste under our recycled category of waste.

**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 waste.**

At Skipper, we manage hazardous waste including zinc ash, dross, used oil, and ETP sludge through CPCB and SPCB-authorized agencies with thorough documentation.

We ensure responsible waste management under the Extended Producer Responsibility policy by partnering with certified recyclers who collect and recycle plastic waste equivalent to our domestic usage. Additionally, we handle e-waste responsibly: IT-related waste is returned to suppliers, while non-IT waste is sent to authorized recyclers for safe processing.

**Key Achievements for FY 2024-25:**

1. Chemical Validation and Effective Sludge Management: Implemented upgrades to our sludge drying method, significantly reducing hazardous waste quantities.
2. SPCB-Compliant HW Disposal: Ensured environmentally responsible disposal of hazardous waste through CPCB-recommended channels.
3. Energy-Efficient Filter Press Installation: Introduced a water-pressed filter press arrangement, reducing moisture content by over 50% and enhancing ETP treatment efficiency.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable as Skipper does not operate around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.)

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

Name & 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
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Not Applicable, as no EIA was conducted in FY 2024-25

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

Yes, the Company is compliant with all applicable laws pertaining to the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and rules thereunder.

S. No.	Specify the law / regulation / guidelines was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards / by courts	Corrective action taken, if any
Not Applicable as Skipper did not face any non-compliance cases during FY 2024-25.				

## Leadership Indicators

**1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters): For each facility / plant located in areas of water stress, provide the following information:**

(i) **Name of the area:** Uluberia & Bagnan

(ii) **Nature of operations:** Manufacturing & testing

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	0
(ii) Groundwater	61,675	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kiloliters)</b>	61,675*	0
<b>Total volume of water consumption (in kiloliters)</b>	55,745*	0
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000012	0
Water intensity (optional) – the relevant metric may be selected by the entity	0.15	0
<b>Water discharged by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	5,930	0
- No treatment	5,930	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kiloliters)</b>	5,930	0

\*Previous year water stress assessment was not conducted. Hence, it is reported to be 0.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	Skipper has initiated Scope 3 calculation and will report in FY 2025-26.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Not Applicable, as Skipper does not operate around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.).

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, may be provided along-with summary)	Outcome of the initiative
1.	Decarbonization in Welding Processes	At our Uluberia unit, the phased replacement of CO <sub>2</sub> gas with Argon-CO <sub>2</sub> (80:20) gas mix has been initiated for MIG welding. Argon mix offers a lower carbon footprint compared to conventional CO <sub>2</sub> usage. Through this initiative alone, we expect to eliminate approximately 200–250 MT of CO <sub>2</sub> emissions annually which will contribute considerably towards greater process sustainability, marking a real progress towards our emission reduction targets.	Our CO <sub>2</sub> use has steadily decreased from 381.135 MT in FY 2022–23 to 98.250 MT in FY 2024-25.
2	Heat Recovery and Waste Heat Reuse in Rolling Mills	Under this initiative, heat recuperators have been installed to recover high-temperature waste heat (between 400 – 450°C) from flue gases. Captured heat is reused for preheating furnaces. This reduces the need for fresh energy.	Significant coal savings were achieved across both mills: <ul style="list-style-type: none"> <li>Mill-1 reduced coal consumption from 135 kg/MT in FY 2023-24 to 122 kg/MT in FY 2024-25</li> <li>Mill-2 reduced from 130 kg/MT to 119 kg/MT in FY 2024-25</li> </ul>

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

The Company has a robust Business Continuity and Onsite Emergency Preparedness and Response (OEPR) Plan to ensure resilience and safeguard personnel during emergencies. The plan prioritizes life, health, and property, outlining clear protocols for evacuation, rehabilitation, and communication. It applies to all site personnel, including employees, contractors, and transporters, and defines specific roles and responsibilities. Department heads proactively assess risks, while management ensures regular updates in line with best practices. In the event of a major emergency such as serious injury or property damage, the EHS Officer may request support, and the Project Head or Engineers can declare an emergency. Immediate actions include alerting nearby medical centers, mobilizing key personnel, and coordinating response efforts during and beyond working hours.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of entity. What mitigation or adaptation measures have been taken by the entity in this regard**

Skipper has not yet conducted an environmental impact assessment of its value chain partners. However, the Company plans to initiate this assessment in the coming financial year.

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

During FY 2024-25, the Company did not conduct any environmental impact assessments of its value chain partners.

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

a) By the listed entity	Not Applicable
b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners.	

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

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

The Company has 11 affiliations with trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade & industry chambers/ associations (State/National)
1	Bharat Chamber of Commerce	National
2	Indian Chamber of Commerce	National
3	Confederation of Indian Industry	National
4	Indo American Chamber of Commerce	National
5	Engineering Export Promotion Council of India	National
6	Merchant Chamber of Commerce and Industry	National
7	Federation of Indian Export Organizations	National
8	Federation of Indian Chambers of Commerce and Industry	National
9	Indian Electrical and Electronics Manufacturers Association	National
10	Steel Re-Rolling Mills Association of India	National
11	ASSOCHAM	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
Nil	Nil	Nil

## Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others specify)	Web Link, if available
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In FY 2024-25, Skipper has not engaged with any trade associations for policy advocacy.

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

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

Name & 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
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Skipper did not conduct SIA in FY 2024-25.

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

S. No.	Name of Project for which R&R is ongoing	State	District	Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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No rehabilitation and resettlement were undertaken by Skipper in FY 2024-25

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

Aligned with the Company's commitment to trust-building, social equity, and long-term shared value creation, a structured Grievance Redressal Mechanism is in place to receive and resolve the stakeholder concerns.

A grievance box is installed outside the plant's main gate to allow stakeholders (local communities) to submit written grievances in the local language. All grievances are reviewed and resolved within 10 days; if unresolved, they are escalated to senior management for prompt action. At each plant, a dedicated Committee, comprising representatives from key functions and chaired by a senior plant leader regularly reviews grievances to ensure timely resolution and reduce associated risks.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	2%	1.69%
Directly from within India	91%	84.09%

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

Location	FY 2024-25	FY 2023-24
Rural	62%	41
Semi-urban	1%	0%
Urban	19%	20%
Metropolitan	18%	39%

## Leadership Indicators

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

S. No.	Details of negative social impact identified	Corrective action taken
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Not Applicable



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

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

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

No, the Company does not currently have a formal preferential procurement policy favoring suppliers from marginalized or vulnerable groups. However, Skipper prioritizes working directly with suppliers to ensure transparency, accountability, and compliance across its supply chain. The procurement process is guided by quality, cost-effectiveness, and adherence to statutory requirements. The Company remains open to evolving its sourcing strategies to further support inclusive and equitable supply chain practices in the future.

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

Not applicable, as Skipper does not classify its value chain partners based on marginalized or vulnerable group categories.

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

NIL.

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

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

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

S. No.	Name of authority	Brief of the Case	Corrective action taken
Not Applicable			

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of people benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Ekal Abhiyan - Adoption of One Teacher School	2,902	Skipper has not categorized vulnerable and marginalized groups
2	Women & youth trained in tailoring, grooming, and computer literacy	144	Skipper has not categorized vulnerable and marginalized groups
3	Organic farming since inception	5,500	Skipper has not categorized vulnerable and marginalized groups
4	Skipper Foundation Charitable Homeopathy Dispensary	10,658	Skipper has not categorized vulnerable and marginalized groups

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

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

Skipper has a robust grievance redressal mechanism to ensure transparent and efficient handling of consumer complaints and feedback. Consumers can reach out to dedicated helpdesk at [helpdesk@skipperlimited.com](mailto:helpdesk@skipperlimited.com) for any product-related concerns. Endorsing the principles of customer-centricity and continuous improvement, prioritize delivering high-quality products, ensuring timely deliveries, and maintaining exceptional service standards aligned with customer expectations. Each customer's complaints are systematically recorded, followed by remedial and mitigation measures to address root causes. The management team conducts periodic reviews of these measures to evaluate their effectiveness in mitigating recurrence and enhancing customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable as Skipper deals in products which do not require any labelling.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

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

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

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

Yes, Skipper has established Privacy and IT policies to safeguard data privacy and ensure cybersecurity for the customers. This policy outlines the guiding principles and responsibilities for the secure, reliability, and ethical use of Skipper's digital platforms, services, and IT infrastructure its consumer including customers, vendors, partners, and authorized third parties.

It is designed to ensure a safe and trustworthy digital environment for all users engaging with Skipper.

Company's Privacy and IT policies can be accessed from: <https://www.skipperlimited.com/Media/IT%20POLICY%20FOR%20CONSUMER-Aug25.pdf>

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

In FY 2024–25, there were no reported instances concerning advertising practices, delivery of essential services, product recalls, or regulatory penalties. Cybersecurity and customer data privacy are managed by a third-party service provider who implements necessary corrective measures as part of ongoing risk mitigation. No breaches or incidents were reported during the year. The organization continues to monitor these areas proactively to ensure compliance and service integrity.

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

**a. Number of instances of data breaches**

0

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

0

**c. Impact, if any, of the data breaches**

Not applicable, as no data breaches occurred during FY 2024-25.

## Leadership Indicators

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

Information on Skipper's products and services can be accessed on Company's website at below link: <https://www.skipperlimited.com/>

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

As part of Skipper's customer engagement approach, cross-functional teams regularly visit the customer sites to understand their needs and participate in technical evaluations of product fitness. Additionally, the Sales team conducts training sessions to raise awareness of Skipper's products among consumers.

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

Not applicable, as Skipper operates within the manufacturing sector, where this aspect is not relevant to its core business activities.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, Skipper adheres to all national, international and local legal statutes with respect to product labelling and display of product information. The basic details displayed over the product as stickers is the product grade, batch number, dimension and quality.