

Business Responsibility & Sustainability Report

Section A - General Disclosures

I. Details of the listed entity:

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L31300GJ1996PLC114183
2	Name of the Listed Entity	Polycab India Limited ('the Company/Polycab/we/our')
3	Year of Incorporation	1996
4	Registered office address	Unit No.4, Plot No.105, Halol Vadodara Road, Village Nulpura, Taluka Halol, Panchmahal, Gujarat – 389350
5	Corporate address	Polycab India Limited #29, "The Ruby", 21 st Floor, Senapati Bapat Marg, Tulsi Pipe Road, Dadar West, Mumbai – 400 028
6	E-mail	shares@polycab.com
7	Telephone	022-24327070-74
8	Website	www.polycab.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	- National Stock Exchange of India Limited (NSE) - BSE Limited (BSE)
11	Paid-up Capital	₹ 1,505.51 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	Ms. Manita Carmen A. Gonsalves Vice President - Legal & Company Secretary Telephone No: 022-24327070-74 e-mail id: shares@polycab.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).	The disclosures made in this report are on a standalone basis.
14	Name of assurance provider	TUV India Private Limited
15	Type of assurance obtained	For Core Indicators - Reasonable For Non-Core Indicators - Limited

II. Products/Services

16. Details of Business Activities (*accounting for 90% of the turnover*)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Wires and Cables (W&C)	Manufacturing of wires and cables	87%
2.	Fast Moving Electrical Goods (FMEG)	Manufacturing fans, lighting and luminaires, solar, switchgear, switches, conduit pipes and fittings, and small domestic appliances.	7%

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

Sr. No.	Product/Service	NIC Code	% of Turnover Contributed by the Product/Service
1.	Wires and Cables	2732	87%
2.	Fast Moving Electrical Goods	2710/2740/2750	7%

III. Operations

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

Sr. No.	Location	Number of Plants	Number of Offices	Total
1.	National	26 - Manufacturing Facilities 35 - Warehouses and Depots	19 - Offices	80
2.	International	-	-	-

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	94 Countries

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

In FY 2025-26, Polycab recorded export revenue of ₹12.3 billion, accounting for 4.4% of the Company's standalone turnover. The business has established a diversified presence across 94 countries, supported by a robust order book and healthy demand visibility across key regions. such as the European Union, Latin America, Australia and Africa and the Middle East. This broad geographic footprint, supported by a robust order book and healthy demand visibility across regions, reinforces Polycab's standing as the market leader in India's wires and cables space.

While the year witnessed certain external headwinds including evolving tariff measures in the United States and geopolitical disruptions in the Middle East the underlying structural demand environment remained robust. Exports continue to be a key strategic priority for Polycab, driven by rising global demand for dependable and energy-efficient cable solutions, especially across renewable energy and infrastructure sectors. Backed by a strong product portfolio and a well-established international presence, we are well positioned to expand our global footprint and capture emerging opportunities across international markets.

Project Spring also places significant emphasis on innovation and product development as critical enablers of export competitiveness. By investing in R&D and advancing our manufacturing capabilities, we are broadening our portfolio to address the specific technical demands of international markets including high-specification cables for renewable energy applications, electric mobility infrastructure, and data and digital networks. Our facilities hold several recognised certifications, which not only validate our product quality but also serve as a key differentiator in securing large-scale infrastructure and utility contracts globally.

In parallel, we continue to embed our ESG principles across our global operations through sustainable product development, adherence to international quality and environmental standards, and responsible supply chain practices ensuring that our international growth is not only commercially robust but also aligned with the evolving expectations of global customers and stakeholders. Looking ahead, Polycab remains committed to scaling its export operations by expanding geographic reach, increasing wallet share with existing clients, and positioning itself as a preferred global partner for cabling solutions across the energy, infrastructure, and digital sectors.

c. A brief on types of customers

Polycab serves a diverse and well-segmented customer base across domestic and international markets, enabling strong market penetration and sustained growth. Customers are served through an extensive omnichannel network comprising dealers, distributors, retail touchpoints, institutional channels, EPC projects, and export markets, ensuring broad accessibility and efficient market reach. Our key customer segments are as follows:

1. **Distributors and Dealers:** Our extensive network of over 3,900+ authorized dealers and distributors, supported by more than 1,90,000+ touchpoints, forms the backbone of our go-to-market strategy. This channel ensures deep market reach across urban and rural areas, enabling timely product availability and efficient last-mile connectivity for a wide range of customers.
2. **Institutional Clients:** We serve a broad spectrum of industries including infrastructure, oil and gas, power, telecommunications, real estate, defence, chemicals, metals, technology, cement, and data centres. These clients require large-scale, customised, and technically advanced solutions, making them a key driver of our B2B business.
3. **EPC Customers:** Through our Engineering, Procurement, and Construction (EPC) business, we deliver turnkey solutions for projects such as rural and urban electrification, optical fibre deployment, refinery operations, and high-voltage cable installations. These projects are executed for both government bodies and private sector entities, highlighting our capability in handling complex infrastructure requirements.
4. **International Partners:** With a presence in 94 countries, we cater to global clients across sectors such as renewable energy, oil and gas, and infrastructure. Our adherence to international quality standards and certifications has enabled us to build strong and trusted relationships in overseas markets.

Polycab's diversified customer portfolio across retail, institutional, infrastructure, and international markets enhances business resilience and market adaptability, supporting long-term sustainable growth. We cultivate trust-based partnerships with customers across the value chain, from MSMEs to large corporations, grounded in the principle of mutual growth.

IV. Employees

20. Details as at 31 March 2026

a. Employees and workers (including differently abled):

Sr. No.	Type	Total (A)	Males (B)	% of Males (B/A)	Females (C)	% of Females (C/A)
Employees						
1.	Permanent Employees (D)	3,885	3,659	94.18%	226	5.82%
2.	Other than Permanent Employees (E)	689	656	95.21%	33	4.79%
3.	Total Employees (D+E)	4,574	4,315	94.34%	259	5.66%
Workers						
4.	Permanent Workers (F)	1,775	1,774	99.94%	1	0.06%
5.	Other than Permanent Workers (G)	11,867	11,528	97.14%	339	2.86%
6.	Total Workers (F+G)	13,642	13,302	97.51%	340	2.49%

b. Differently abled employees and workers:

Sr. No.	Type	Total (A)	Males (B)	% of Males (B/A)	Females (C)	% of Females (C/A)
Employees						
1.	Permanent Employees (D)	1	1	100%	0	-
2.	Other than Permanent (E)	1	1	100%	0	-
3.	Total Employees (D+E)	2	2	100%	0	-
Workers						
4.	Permanent Workers (F)	1	1	100%	0	-
5.	Other than Permanent Workers (G)	1	1	100%	0	-
6.	Total Workers (F+G)	2	2	100%	0	-

21. Participation/Inclusion/Representation of women

Sr. No.	Particulars	Total (A)	No. of Females (B)	% of Females (B/A)
1.	Board of Directors	9	2	22.2%
2.	Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers

Particulars	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.1%	27.8%	22.4%	19%	24%	19%	22%	24%	22%
Permanent Workers	3.3%	0%	3.3%	3%	0%	3%	3%	0%	3%

At Polycab, attrition is calculated as the ratio of the total number of employees who exited during the financial year to the average number of employees per month throughout the financial year.

We are continuously implementing various initiatives to create a conducive work environment that supports employee development and retention. These initiatives focus on enhancing employee engagement, capability building, and overall well-being.

Key measures include structured induction programs to facilitate smooth onboarding, mentorship initiatives to support career development, and periodic refresher training to enhance skills and improve retention. In addition, the Company undertakes regular employee engagement activities and provides benefits such as insurance coverage, performance-linked incentives, and family support through the Demise Policy. These initiatives collectively enhance employee experience, foster a supportive and inclusive work culture, and contribute to improved talent retention.

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on 31 March 2026)

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
1.	Polycab Australia Pty Limited	Subsidiary	100%	No
2.	Polycab Electricals and Electronics Private Limited	Subsidiary	100%	No
3.	Polycab Support Force Private Limited	Subsidiary	100%	No
4.	Polycab USA LLC	Subsidiary	100%	No
5.	Steel Matrix Private Limited	Subsidiary	100%	No
6.	Dowells Cable Accessories Private Limited	Subsidiary	60%	No
7.	Tirupati Reels Private Limited	Subsidiary	55%	No
8.	Techno Electromech Private Limited	Joint Venture	50%	No

Note- Uniglobus Electricals and Electronics Private Limited has been amalgamated with Polycab India Limited, effective 27 March 2026. Additionally, Polycon Infra Projects Private Limited ('PIPPL') has been incorporated as wholly owned Indian subsidiary of Polycab India Limited on 24 April 2026.

VI. Corporate Social Responsibility (CSR) Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- (ii) Turnover (in ₹ million) Standalone: 2,81,852
- (iii) Net worth (in ₹ million) Standalone: 1,18,442

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 (NGRBC):

Sr. No.	Stakeholder Group from Whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No)	(If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
				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
1.	Communities ¹	Yes	Weblink	0	0	-	0	0	-
2.	Investors (Other than Shareholders) ²	Yes	Weblink	0	0	-	0	0	-
3.	Shareholders ²	Yes	Weblink	54	0	100% resolved	67	0	100% resolved
4.	Employees and workers ³	Yes	Weblink	0	0	-	0	0	-
5.	Customers ⁴	Yes	Weblink	2,41,632	442	0.18% pending	3,63,439	424	0.12% pending. Resolved in FY 2025-26
6.	Value Chain Partners ⁵	Yes	Weblink	0	0	-	0	0	-

Notes:

1. Communities – Community engagement is integral to Polycab’s CSR approach, implemented through its Social Welfare Foundation in partnership with NGOs and field agencies. Community members are encouraged to share feedback and participate in programme planning and execution. A formal grievance redressal mechanism is communicated at project sites, and beneficiaries can also reach out via speakup@polycab.com or 022-24327070-74. Regular need assessments, impact evaluations, and social audits help capture feedback and strengthen transparency and accountability.
2. Investors and Shareholders – The Investor Relations, Secretarial Team, Registrar & Transfer Agent, and Stakeholders Relationship Committee ensure transparent communication with shareholders. Investor grievances are addressed through well-established processes, and details of complaints are submitted regularly to Stock Exchanges and the Securities and Exchange Board of India (SEBI). Shareholders can connect with the Company Secretary and Compliance Officer directly through the following email addresses investor.relations@polycab.com and shares@polycab.com.
3. Employees and Workers – The Whistle-Blower Policy serves as the primary grievance mechanism, ensuring anonymity and protection against retaliation. Additional channels include HR grievance mechanisms, Health, Safety, and Environment (HSE) committee forums, townhalls, and suggestion platforms, enabling employees to raise concerns and provide feedback.
4. Customers – Polycab serves a diverse and well-segmented customer base across domestic and international markets through an extensive omnichannel network comprising dealers, distributors, retail touchpoints, institutional channels, EPC projects, and export markets. The company provides a multi-channel grievance redressal system for customers, including email (customercare@polycab.com), toll-free helpline (1800 267 0008), web-based CRM portal: <https://care.polycab.com/>, and WhatsApp chatbot (7304485540). Additionally, through its Customer Safety Manual, Polycab reinforces its commitment to consumer safety by providing clear guidelines for the safe use of its products.
5. Value Chain Partners – Value chain partners are governed by the Supplier Code of Conduct, which outlines ethical and sustainability expectations. They can raise concerns through the Whistle-Blower mechanism or designated reporting channels, ensuring confidentiality and protection. Customer-related grievances are disclosed separately in line with BRSR requirements.

For details on stakeholder engagement mechanisms and grievance redressal channels, please refer to Polycab’s Sustainability Report FY 2025–26.

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

During FY2025–26, Polycab undertook a comprehensive Double Materiality Assessment (DMA) to identify ESG topics that are most significant from both impact and financial materiality perspectives. The assessment incorporated stakeholder inputs, business risks, industry developments, and sustainability priorities to strengthen alignment between ESG strategy and long-term value creation. The identified material topics are integrated into the Company’s, operational decision-making, and disclosure processes, enabling focused management action, performance tracking, and enhanced transparency.

For further details, please refer to the “Double Materiality Assessment” section in the Sustainability Report FY 2025-26.

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy & Emissions	Risk & Opportunity	<ul style="list-style-type: none"> • Manufacturing operations across wires, cables, fans, switchgear, water heaters, and lighting are energy-intensive. • Transition to renewable energy can reduce energy costs and improve EBITDA margins over the medium term. • The Company's own BEE-rated fans, LED lighting, and energy-efficient switchgear directly benefit from accelerating demand for low-carbon products domestically and in export markets. 	<ul style="list-style-type: none"> • The Company monitors energy consumption at manufacturing locations and reviews performance periodically. • Energy efficient equipment and processes are adopted on a phased basis, subject to feasibility. • Polycab has set a target of achieving 50% renewable electricity consumption by 2030. • Emissions performance is tracked internally to support compliance and efficiency improvements. 	<p>Risk: Negative Implications</p> <p>Opportunity: Positive Implications</p>

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Climate change	Risk	<ul style="list-style-type: none"> • Extreme weather events and rising ambient temperatures can disrupt plant operations, reduce worker productivity, and strain cooling and water infrastructure at manufacturing facilities. • Key raw materials (copper, aluminium, and PVC) are sourced through geographically concentrated supply chains vulnerable to climate-induced disruptions. • Transition risks from evolving carbon pricing mechanisms and green procurement mandates may increase the cost of compliance and capital over the medium term. 	<ul style="list-style-type: none"> • Continue to monitor climate-related risks and is taking appropriate measures to strengthen operational and supply chain resilience across its manufacturing and sourcing network • Climate considerations are being progressively integrated into operational planning and risk management processes in line with evolving industry practices. • Roll out heat stress management protocols for employees, including hydration facilities, shaded rest areas, flexible work schedules during peak heat periods, and appropriate PPE. • Promote gradual transition toward lower carbon and energy efficient products, aligning with evolving customer and regulatory sustainability expectation. 	Negative Implications
3	Circular Economy & Waste Management	Risk & Opportunity	<ul style="list-style-type: none"> • India's EPR framework under E-Waste and Plastic Waste Management Rules places legally binding collection and disposal obligations on FMEG manufacturers. • Process waste generated across manufacturing stages through an integrated and robust waste handling system to ensure regulatory compliance and mitigate environmental and community risks. • Systematic recovery of copper and aluminium scrap from manufacturing can meaningfully offset virgin material procurement costs. 	<ul style="list-style-type: none"> • The Company has established appropriate procedures for segregation, storage, handling, and disposal of hazardous waste in compliance with applicable regulatory requirements and through authorized third party facilities. • The company has set a target of achieving zero waste to landfill by 2030. • To mitigate EPR risks by establishing strong collection and recycling mechanisms, collaborating with authorized recyclers, and embedding compliance costs into their operations. Transparent reporting and periodic audits ensure accountability and sustained regulatory compliance • The Company endeavors to consider circular economy principles in product design, such as durability, ease of repair, and recyclability, where technically and commercially feasible. • The Company adopts lean manufacturing practices to reduce process waste and continuously evaluates opportunities for reuse, recycling, or value recovery, subject to feasibility. 	Risk: Negative Implications Opportunity: Positive Implications
4	Water Stewardship	Risk	<ul style="list-style-type: none"> • Tightening state-level discharge norms for industrial units are raising the compliance bar and associated capex requirements. • Water scarcity events can directly constrain production continuity, particularly at facilities in peninsular and western India. 	<ul style="list-style-type: none"> • The company evaluates the feasibility of treated water discharge solutions at selected manufacturing facilities in line with government mandates. • The company has set a target to use 30% recycled water by 2030. • The Company has undertaken water feasibility study on a phased basis and, based on the outcomes, has implemented water recycling facilities at select manufacturing units, considering technical and operational feasibility. • The Company explores alternative water assets, including reuse of treated domestic wastewater, and engages with local stakeholders on water conservation initiatives. 	Negative Implications

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Product Innovation & Stewardship	Opportunity	<ul style="list-style-type: none"> The global energy transition is accelerating demand for smart, connected and energy efficient products. Increasing emphasis on product stewardship including lifecycle assessments, recyclable packaging and responsible end of life design is shaping procurement preferences of government bodies and large corporates. This presents an opportunity for the Company to differentiate through sustainability led innovation and responsible product design. 	NA	Positive Implications
6	Biodiversity & Nature Protection	Risk	<ul style="list-style-type: none"> While the Company's direct land footprint is limited to industrial zones, raw material extraction copper mining, aluminium smelting, PVC feedstock contributes to upstream biodiversity impacts across the value chain. Emerging regulatory frameworks (aligned with the Kunming-Montreal Global Biodiversity Framework) may have implications for the company in future Reputational exposure may arise if suppliers are linked to biodiversity-sensitive areas without adequate environmental controls. 	<ul style="list-style-type: none"> Continue to encourage biodiversity-related developments across its value chain and encourages responsible practices among relevant stakeholders and suppliers. Evolving regulatory expectations and global biodiversity frameworks are being periodically reviewed to assess potential implications for the business and supply chain. The Company aims to strengthen awareness and engagement on this aspect as part of its broader risk management and supplier evaluation processes. 	Negative Implications
7	Human Capital Management	Risk & Opportunity	<ul style="list-style-type: none"> The Company's ability to sustain manufacturing quality, product innovation, and operational efficiency is directly linked to talent availability particularly in skilled trades, R&D, and automation engineering. Rising attrition in manufacturing sectors, competitive talent markets for engineers, and an evolving expectation of employer-of-choice credentials among young professionals create retention risk. Structured investment in skilling, internal mobility, and employee wellbeing can reduce attrition costs, improve productivity, and strengthen the employer brand is critical for long-term competitiveness. 	<ul style="list-style-type: none"> The Company has set a target of 30 hours of training per employee per year by 2030. Workforce policies support retention, engagement, and performance management. Employee feedback mechanisms are used to understand workplace concerns. Compensation and benefits are periodically reviewed in line with business needs. 	Risk: Negative Implications Opportunity: Positive Implications
8	Occupational Health & Safety	Risk	<ul style="list-style-type: none"> Manufacturing operations involving high-voltage testing, wire drawing, polymer extrusion, and heavy machinery carry inherent risk of workplace injuries and occupational health exposure. Non-compliance with the Factories Act, 1948 and Health and Safety standards can result in regulatory action, operational shutdowns, and reputational damage. Contractor and contract workforce safety often underrepresented in incident reporting remains a material blind spot across the FMEG manufacturing sector. 	<ul style="list-style-type: none"> A structured hazard and risk management system using HIRA, RPN prioritization, and regular audits, inspections, and toolbox talks. High-risk activities follow PTW and JSA protocols. Supported by monitoring, training, and defined roles, the hierarchy of controls ensures effective mitigation, accountability, and continuous improvement across operations. Polycab centrally verifies its internal compliance through TeamLease digital software, which offers a cloud-based, multi-tenant compliance management platform. This robust Compliance Management System enables efficient monitoring, tracking, and enforcement of regulatory requirements across the organization, ensuring consistent adherence to applicable laws and standards. Polycab promotes safe reporting of hazards through multiple channels, including SPARSH (Digital HSE Tool) and safety committees, ensuring no retaliation. Workers can refuse unsafe tasks, while incidents are systematically investigated using RCA methods, with corrective actions implemented to strengthen ongoing safety management. 	Negative Implications

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Customer Trust & Integrity	Risk & Opportunity	<ul style="list-style-type: none"> In a category where products directly affect electrical safety in homes, buildings, and infrastructure, the Company's brand credibility is fundamentally linked to honest performance claims, transparent labelling, and responsive after-sales service. Misleading energy-efficiency ratings or inflated product claims can attract regulatory scrutiny from BIS and BEE and erode retailer and consumer confidence. A demonstrable track record of customer trust, backed by verified ratings, grievance redressal, and service responsiveness is a credible competitive differentiator. 	<ul style="list-style-type: none"> Quality control checks are integrated across manufacturing and supply processes. Product labelling and communication aim to be accurate and compliant with regulations. Customer grievance redressal mechanisms are in place and periodically reviewed. After sales service processes support timely resolution of customer concerns. 	Risk: Negative Implications Opportunity: Positive Implications
10	Community Development	Opportunity	<ul style="list-style-type: none"> Strategic CSR investments in communities proximate to manufacturing facilities, vocational skilling, local infrastructure, and health initiatives reduce social licence risk and build goodwill that supports long-term operational continuity. 	NA	Positive Implications
11	Human Rights & Inclusive Workforce	Risk	<ul style="list-style-type: none"> The Company's supply chain spanning copper, aluminium, plastics, and contract labour carries exposure to human rights risks including forced labour, child labour in mining upstream, and inadequate working conditions at Tier 2 and Tier 3 suppliers. Growing due diligence expectations from export market customers are raising the bar on human rights disclosure and supplier audits. Internally, diversity and inclusion gaps particularly in leadership and technical roles can limit organisational resilience and talent access. 	<ul style="list-style-type: none"> The Company follows applicable labor laws and internal codes of conduct. Supplier expectations on ethical and lawful practices are communicated contractually. Grievance redressal mechanisms are available for employees and other stakeholders. Diversity and inclusion principles are promoted through HR policies and practices. The company has set a target of achieving 11% permanent women employees by 2030. 	Negative Implications
12	Corporate Governance & Ethical Conduct	Risk & Opportunity	<ul style="list-style-type: none"> Sound governance encompassing board independence, transparent disclosures, anti-corruption controls, and whistleblower mechanisms is a foundational expectation of institutional investors, credit rating agencies, and regulators. Lapses in ethical conduct, related-party transactions, ineffective governance, or weak regulatory compliance can disproportionately damage investor confidence and market valuation for listed FMEG companies. Conversely, consistently high governance standards can improve credit ratings, reduce cost of capital, and attract long-term institutional investors with ESG mandates. 	<ul style="list-style-type: none"> The Company operates under a defined governance framework approved by the Board. Internal controls and compliance mechanisms support ethical business conduct. Whistle blower and grievance handling mechanisms are established and accessible. Statutory disclosures are made in accordance with applicable regulations. The company has set a target of achieving 15% women's representation in senior leadership by 2030. 	Risk: Negative Implications Opportunity: Positive Implications

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Responsible Value chain Management	Risk & Opportunity	<ul style="list-style-type: none"> The Company's value chain encompasses raw material suppliers (copper, aluminium, polymers), logistics providers, contract manufacturers, and channel partners each carrying distinct ESG risk profiles. Supply concentration risk in key raw materials (copper, in particular) and single-source dependencies can amplify margin volatility and operational exposure. Proactive supplier ESG assessments and responsible procurement policies reduce supply chain vulnerability and are increasingly required by marquee institutional and export customers. 	<ul style="list-style-type: none"> Supplier selection and evaluation consider defined commercial and compliance criteria. Engagement with suppliers is undertaken to support continuity of supply. Inventory and sourcing strategies are used to manage supply risks. Procurement practices are reviewed periodically to reflect business needs. The company has set a target of assessing 100% of strategic suppliers on ESG criteria by 2030. 	<p>Risk: Negative Implications</p> <p>Opportunity: Positive Implications</p>
14	Product Safety & Quality	Risk	<ul style="list-style-type: none"> Electrical products (wires, cables, switchgear, and water heaters) are safety-critical; sub-standard quality can directly cause fires, electrocution, and property damage, with severe regulatory and legal consequences. 	<ul style="list-style-type: none"> Quality management systems are implemented across manufacturing operations. Products undergo testing as per applicable standards before market release. Traceability and corrective action mechanisms support product quality assurance. Customer feedback is used to improve product performance and safety. 	<p>Negative Implications</p>
15	Data Privacy & Cyber Security	Risk	<ul style="list-style-type: none"> As the Company expands its connected product portfolio (smart fans, IoT switchgear, app-linked water heaters), it is increasingly handling consumer usage data. Manufacturing systems including SCADA and automated production lines are vulnerable to cyber intrusions that can disrupt operations and compromise proprietary product data. Data breach incidents in the consumer electronics and FMEG space carry significant reputational and regulatory risk, particularly as consumer awareness of data rights rises. 	<ul style="list-style-type: none"> The Company follows applicable data protection and information security regulations. Data access controls and security practices are implemented to protect information. IT systems are monitored to identify and address potential vulnerabilities. Employee awareness on data security and cyber risks is periodically reinforced. 	<p>Negative Implications</p>
16	Economic Growth & Risk Management	Risk & Oppourtunity	<ul style="list-style-type: none"> India's infrastructure-led growth housing, smart cities, power transmission, and industrial capex directly drives demand for wires, cables, switchgear, and lighting, creating a structural volume opportunity for domestic FMEG manufacturers. However, macroeconomic headwinds and commodity price cycles can create demand volatility, particularly in the replacement and retail segments. Robust enterprise risk management, diversified revenue streams across product categories and geographies, and prudent working capital discipline are essential to sustaining growth through economic cycles. 	<ul style="list-style-type: none"> Business risks are reviewed through internal planning and monitoring mechanisms. Manufacturing and supply operations are managed to respond to demand variations. Financial planning considers commodity price movements and market conditions. Risk management practices support business continuity and long term stability. 	<p>Risk: Negative Implications</p> <p>Opportunity: Positive Implications</p>

Section B - Management & Process Disclosures

I. Policy and Management Processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Anti-Bribery Policy	Quality Policy	Code of Conduct	CSR Policy	Human Rights Policy	Occupational Health, Safety & Environment Policy (OHSE Policy)	Public Advocacy Policy	Equal Opportunity Policy	Code of Conduct
	Conflict of Interest Policy	Code of Conduct	Whistleblower Policy	Whistleblower Policy	Equal Opportunity Policy	Code of Conduct	Code of Conduct	Code of Conduct	Quality Policy
	Code of Conduct	Occupational Health, Safety & Environment Policy (OHSE Policy)	Human Rights Policy	Code of Conduct	POSH Policy	Supplier Code of Conduct	ESG Policy	CSR Policy	Data Protection & Privacy Policy
	Whistleblower Policy	Supplier Code of Conduct	Occupational Health, Safety & Environment Policy (OHSE Policy)	Investor Grievance Redressal Policy	Code of Conduct	ESG Policy		ESG Policy	Whistleblower Policy
	Investor Grievance Redressal Policy	ESG Policy	Prevention of Fraud policy	ESG Policy	ESG Policy				Cyber Security Crisis Management Policy
	Prevention of Fraud policy		Investigation Policy						Information Security Policy
	ESG Policy		Disciplinary Action Policy	ESG Policy					Code of Conduct
									ESG Policy
b. Has the policy been approved by the Board? (Yes/No)	Key policies have been approved by the Board/ Board Committees and adopted by the functional heads. All the remaining policies have been approved by the relevant functional heads.								
c. Web Link of the Policies, if available	Policies are available on the website of the Company i.e., https://polycab.com/investors/corporate-governance/ . Policies which are internal to the Company are available on the intranet of the Company.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • ISO 9001: 2015 Quality Management Systems (QMS) covers all production locations of Polycab. • ISO 14001: 2015 Environmental Management Systems (EMS) covers all production locations of Polycab. • ISO 45001: 2018 Occupational Health and Safety Management Systems (OHMS) cover the major production locations of Polycab. • ISO 50001: 2018 Energy Management Systems (EnMS) covers the major production locations of Polycab. • ISO 17025: 2017 (General requirements for the competence of testing and calibration laboratories). • IATF 16949: 2016. • IRIS Certification Performance assessment: 2023 for Rolling Stock business category. • British Approval Service for Cables (BASEC). • Importer – Exporter Code (IEC). • Underwriter laboratories (UL) certifications. • Restriction of Hazardous Substances (RoHS) compliant. • Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) compliant. 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Polycab has established a comprehensive set of 10 ESG targets for the five-year period leading up to 2030, reflecting its strategic commitment to embedding sustainability into core business operations. These targets are aimed at driving measurable progress across key environmental, social, and governance priorities, while aligning with evolving stakeholder expectations and global best practices. During the current year, the Company has made focused efforts to advance these commitments through structured initiatives, enhanced data tracking mechanisms, and strengthened internal accountability.								
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	For a detailed overview of these ESG goals and key focus areas, please refer to "Our ESG Commitments and Targets" section in the Sustainability Report and page no. 61 of the IAR.								

Governance, Leadership and Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Polycab, sustainability is embedded in how we operate, innovate, and grow. During FY 2025-26, we strengthened ESG governance with active Board and CSR & ESG Committee oversight, supported by a dedicated team and policies aligned with the National Guidelines on Responsible Business Conduct (NGRBC). The Company undertook a comprehensive Double Materiality Assessment (DMA) to identify ESG topics that are most significant from both impact and financial materiality perspectives. The assessment incorporated stakeholder inputs, business risks, industry developments, and sustainability priorities to strengthen alignment between ESG strategy and long-term value creation. The identified material topics are integrated into the Company's, operational decision-making, and disclosure processes, enabling focused management action, performance tracking, and enhanced transparency. In parallel, we conducted a climate risk assessment to identify climate-related risks and opportunities and completed biodiversity reviews across key sites. These efforts were externally recognised through improved sustainability ratings: CSR Hub (48 → 59), SES ESG (62.6 → 67), and NSE Sustainability (68 as of January 2026).

Operationally, renewable energy now contributes 18.35% to our electricity mix, supported by 32.8 MW of combined solar and wind capacity. 62.8% of waste generated was recycled or recovered, landfill disposal has decreased by 54.8% marking steady progress towards our Zero Waste to Landfill by 2030 target.

Our 18,000+ strong workforce remains central to this journey, supported through safe and inclusive workplaces and capability programmes such as Paathshala, MEET 1.0, CLAP, the Diploma to Degree programme, and i-Learn. Beyond our operations, community initiatives reached over 0.272 million lives during the year, advancing towards our goal of 1 million lives by 2030.

Key challenges that continue to shape our agenda include accelerating decarbonisation, addressing Scope 3 emissions, and scaling circular practices across the value chain. Under Project Spring, our five-year strategic roadmap, we will continue to deepen ESG integration and embed responsible practices into every decision, building connections with purpose, for a future that is truly sustainable.

For further details on Double Materiality Assessment, Climate Risk assessment and ESG related challenges, targets and achievements, please refer the Sustainability Report FY 2025-26.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies

The Board of Directors is the highest authority responsible for the oversight of the implementation of the Business Responsibility policies (For additional information - please refer to page number 101 and 105 of the Integrated Annual Report).
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.
 - Board Level Committee: Corporate Social Responsibility and ESG Committee

Refer page number 60 of the Integrated Annual Report for the governance structure of Polycab.

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																		
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee																		
Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee																		
Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)																		

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.

Independent Assessment/Evaluation of our policies	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, independent assessment / evaluation of our policies is carried out by MMJC Consultancy LLP									

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)									
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)									

Not Applicable

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.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	29	<p>The Board of Directors is familiarised on ESG-related themes through a combination of induction, continuous engagement, training programmes, strategic discussions, site visits, and consultations. At the time of induction, Independent Directors are provided with a structured orientation programme, which is reinforced through ongoing knowledge-building initiatives. These include strategy sessions on the Company’s vision, long-term objectives and business priorities, factory visits, CSR site visits, awareness sessions by internal and external experts on regulatory developments and statutory amendments, and presentations by business unit heads on the financial and operational performance of their respective businesses, including subsidiaries.</p> <p>Principle 1: Business ethics, governance and compliance</p> <p>The Board was trained on Digital Personal Data Protection Act (DPDPA), Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (LODR), SEBI Prohibition of Insider Trading (PIT) requirements, related party transactions, code of conduct, mandatory compliance policies, anti-bribery practices, and implementation of the new compliance tool. In addition, awareness sessions on key regulatory developments and statutory amendments further strengthened the Board’s oversight on ethical conduct, transparency, and regulatory compliance.</p>	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		<p>Principles 1 and 9: Technology, data systems and cybersecurity</p> <p>Sessions on SharePoint, OneDrive, Microsoft 365 Copilot, Power BI, and cybersecurity enhanced the Board’s familiarity with digital tools, data governance, and technology-related risks, while also supporting stronger business effectiveness and informed decision-making.</p> <p>Principles 2 and 6: Sustainable products, business sustainability and innovation</p> <p>Sessions on business sustainability, environmental stewardship, innovation, and the broader ESG agenda deepened the Board’s understanding of sustainable business practices and long-term value creation. This was further supported through strategy sessions on the Company’s long-term direction and through factory visits that provided first-hand exposure to manufacturing processes and operational excellence.</p> <p>Principle 3: Employee wellbeing, workplace safety and people practices</p> <p>Trainings included fire drill and mock evacuation, occupational health and safety, safety and legal compliance, employee health insurance benefits, employee engagement, retention strategies, POSH awareness, and diversity and inclusion. These sessions strengthened the Board’s understanding of employee wellbeing, workplace safety, and people-related priorities across the organisation.</p> <p>Principle 5: Human rights and respectful workplace conduct</p> <p>Specific sessions on POSH, human rights, and iPOWER awareness strengthened the Board’s understanding of dignity, equity, inclusion, and respect in the workplace.</p> <p>Principles 4, 8 and 9: Customer, stakeholder and community focus</p> <p>The Board was also familiarised on stakeholder and community-related aspects through CSR initiatives, CSR site visits, and the broader ESG agenda. These engagements helped deepen understanding of stakeholder expectations, social impact, and responsible engagement with communities. Presentations by business unit heads on operational and financial performance also strengthened the Board’s perspective on business responsiveness and oversight across businesses, including subsidiaries.</p> <p>Principles 1, 2, 3, 4, 5, 6, 7, 8 and 9: Sustainability and BRSR familiarisation</p> <p>In addition to the above, the Board was familiarised on sustainability and BRSR through various meetings, discussions, and consultations. These engagements provided a broader understanding of the Company’s ESG priorities and disclosures across all nine NGRBC principles.</p>	
Key Managerial Personnel	12	<p>Building on the governance, sustainability, people, and stakeholder-related themes already covered for the Board of Directors, KMP familiarisation during the year included additional role-specific interventions focused on leadership capability, managerial effectiveness, digital readiness, and public policy engagement. These are the additional trainings undergone by the KMPs apart from the trainings already covered for Board of Directors above:</p> <p>Principle 1: Business ethics, governance and compliance</p> <p>KMPs participated in focused learning interventions such as the Paathshala session on Governance, Compliance & ESG at Polycab, which helped strengthen awareness of ethical conduct, regulatory requirements, and responsible business practices in a leadership context.</p> <p>Principles 2 and 6: Sustainability and responsible business</p> <p>Additional sessions on ESG and Sustainability Engagement and Leadership Intervention helped KMPs deepen their understanding of environmental stewardship, responsible business conduct, and the integration of sustainability into leadership and decision-making.</p>	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		<p>Principle 3: Employee wellbeing, safety and people management</p> <p>Programmes such as Appraisal Skill-orientation, HR Induction, and the Collaborative Leadership Acceleration Program (CLAP) strengthened leadership capability and people management effectiveness. CLAP, as an experiential leadership development intervention, focused on self-awareness, trust, psychological safety, transparent communication, and constructive conflict management to help leaders collaborate effectively in a dynamic business environment.</p> <p>Principle 3: Digital and functional capability building</p> <p>Trainings such as Advanced Excel and Paathshala sessions like Data Centre: Powering Digital Era enhanced functional effectiveness, digital awareness, and understanding of emerging business and technology themes.</p> <p>Principle 7: Public policy advocacy</p> <p>KMPs were also involved in public policy advocacy through SEBI LODR working groups and participation in consultation papers, which strengthened awareness of regulatory engagement and the Company's role in policy dialogue.</p> <p>Principle 9: Stakeholder and community orientation</p> <p>Programmes such as Paathshala and sustainability-focused leadership interventions supported broader awareness of business value drivers, stakeholder engagement, and social responsibility. As Polycab's flagship open learning initiative, Paathshala created a platform for employees to learn from internal and external experts through knowledge-sharing sessions and inspirational talks.</p>	
Employees other than BoD 362 and KMPs	362	<p>In addition to the governance, sustainability, people, and stakeholder-related themes already covered for the Board of Directors and KMPs, employees across the organisation received a broader set of role-relevant trainings focused on operational sustainability, managerial effectiveness, digital readiness, workplace preparedness, and customer and product orientation.</p> <p>Principle 1: Business ethics, governance and compliance</p> <p>Employees were additionally trained on legal SOPs and BRSR, alongside compliance-related awareness that supported stronger understanding of responsible business behaviour and reporting requirements at the operational level.</p> <p>Principles 2 and 6: Sustainability, environment and responsible operations</p> <p>This category received more operationally oriented sustainability training covering EPR, waste management and segregation, energy management, environmental aspects and controls, and sustainability engagement. These sessions helped build awareness on circularity, responsible resource use, and environmental stewardship in day-to-day operations.</p> <p>Principles 3, 5 and 6: Employee wellbeing, inclusion and people management</p> <p>Employees received additional inputs on unconscious bias, employee health and wellness, and people development. MEET 1.0 was also introduced to strengthen managerial effectiveness through structured interviewing, performance-led conversations, and inclusive thinking, including awareness of unconscious bias in decision-making and behaviour.</p> <p>Principles 3 and 6: Leadership, collaboration, digital and innovation capability</p> <p>Programmes such as collaborative and strategic thinking modules, innovation sessions, AI-related learning, and broader leadership development interventions helped build future-focused capability, collaboration, and digital readiness across the workforce</p>	100%



Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		<p>Principle 3: Health, safety and workplace preparedness</p> <p>A wider range of operational safety trainings was conducted for this category, including first aid, CPR, work at height, PPE usage, HIRA, PTW, machine safety, electrical safety, hazardous material handling, behaviour-based safety, and emergency preparedness. These interventions strengthened hazard awareness, safe work practices, and preparedness across operations.</p> <p>Principles 4 and 9: Customer, product, quality and stakeholder orientation</p> <p>Employees in this category also received more extensive training on customer centricity, selling skills, product knowledge, quality systems, root cause analysis, process capability, exports, project management, and stakeholder management. These programmes strengthened product responsibility, service quality, continuous improvement, and responsiveness to customer and stakeholder needs.</p>	
Workers	399	<p>In addition to the broader themes of ethics, sustainability, inclusion, safety, and quality already covered across other employee categories, worker training during the year had a stronger focus on shopfloor execution, plant-level safety, technical capability, and operational excellence.</p> <p>Principles 1 and 5: Business ethics, governance and human rights</p> <p>For workers, the differentiated emphasis was on basic compliance-related orientations and sensitisation programmes tailored to reinforce workplace conduct, accountability, respect, dignity, and inclusion in day-to-day plant operations.</p> <p>Principles 2 and 6: Sustainability and responsible operations</p> <p>Worker-specific sustainability trainings also covered IMS awareness and World Environment Day awareness, helping strengthen understanding of sustainable operational practices at the shopfloor level.</p> <p>Principle 3: Employee wellbeing, health and workplace safety</p> <p>Additional worker-focused safety trainings included 5S, contractor safety, and ergonomics, reflecting the practical safety needs of shopfloor and plant operations.</p> <p>Principles 2 and 9: Product quality, process capability and operational excellence</p> <p>Workers received extensive technical and process-oriented training on work instructions, machine operations, quality checks, inspection processes, measurement systems, Six Sigma, Kaizen, TPM, scrap reduction, maintenance, and troubleshooting. These interventions were distinct in their focus on strengthening safe and efficient execution, product quality, and continuous improvement across manufacturing processes.</p> <p>Principle 3: Functional, technical and digital capability building</p> <p>Workers also underwent specialised technical capability-building on extrusion, armouring, laying-up, E-beam, inspection, maintenance, components manufacturing, and product and process awareness, along with selected digital and productivity tools such as Teams and planning-related systems to support day-to-day operational effectiveness.</p>	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):

NIL disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and other as disclosed on the entity’s website.

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.

Not Applicable.

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.

Yes, Polycab has implemented a formal [Anti-Bribery Policy](#) that reinforces its “Zero-tolerance approach” towards bribery, corruption, and unethical business practices. The policy applies to all employees (including permanent, temporary, and contractual), directors, subsidiaries, joint ventures, associate entities, and third parties acting on behalf of the Company, including vendors, distributors, and contractors.

The policy strictly prohibits offering, accepting, or soliciting any undue advantage, including gifts, hospitality, facilitation payments, or other benefits intended to influence business decisions, whether directly or indirectly. Polycab has established a robust [Whistle Blower](#) Mechanism that enables stakeholders to report concerns confidentially and, if desired, anonymously, with a clear commitment to “Zero fear of retaliation”.

Polycab has established internal processes to report, investigate, and address violations under this policy. Employees and business partners are encouraged to raise concerns without fear of retaliation, with all good-faith reports handled confidentially and

impartially. Any breach of the [Anti-Bribery Policy](#) may lead to strict disciplinary action, including termination of employment or business relationships, depending on the seriousness of the violation.

The policy is supported through periodic training and awareness programmes and is extended across the value chain through the Company’s [Code of Conduct](#) and [Supplier Code of Conduct](#). In addition, Polycab has implemented a [Policy for Prevention of Fraud](#), which complements its anti-corruption framework by strengthening mechanisms for prevention, detection, and reporting of fraudulent activities.

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

During the reporting period, no law enforcement agency filed disciplinary action against any Director, KMP, employee, or worker on the pretext of bribery or corruption.

Polycab has internal procedures in place to promote accountability and proactive risk management, such as a Whistle Committee (WBC) and an structured Disciplinary Action Policy (DAP). These frameworks enable timely reporting and investigation of any unethical behaviour, including potential conflicts of interest or corruption-related matters. The system ensures confidentiality, non-retaliation, and unbiased examination, confirming the Company’s zero-tolerance policy toward corruption.

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

During the reporting period FY 2025-26, no complaints were received regarding conflicts of interest involving Directors or KMPs.

Polycab has instituted a well-defined Conflict of Interest Policy, reinforced by a detailed Standard Operating Procedure (SOP) that sets out clear guidelines for the identification, disclosure, evaluation, and management of potential or actual conflicts. This SOP forms an integral part of the Company’s overall governance framework and is reviewed by the Head-Procurement, Head-Human Resource and Head-Legal to ensure its continued relevance and effectiveness.

Under this framework, Directors, KMPs, and other employees are required to disclose any personal (human resource onboarding) or financial interests (vendor / customer onboarding) that could actually, potentially and perceivably affect impartial decision-making. These disclosures are systematically reviewed and approved by the CHRO, CPO and BU Head. The Conflicts are noted by the Compliance Officer with appropriate actions taken in accordance with established timelines and procedures.

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

There were no actions taken by law enforcement agencies on cases of corruption and conflict of interest, hence not applicable.

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

Particular	Details of Accounts Payable in FY 2025-26	Details of Accounts Payable in FY 2024-25
Number of days of accounts payables	75	61

An independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	3.81%	1.83%
	b. Number of trading houses where purchases are made from	54	24
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	89.37%	85.27%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	80.16%	78.04%
	b. Number of dealers / distributors to whom sales are made	3,915	4,308
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	25.09%	21.85%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.48%	2.18%
	b. Sales (Sales to related parties / Total Sales)	-0.30%	0.46%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances) *	55.49%	25.25%
	d. Investments (Investments in related parties / Total Investments made)*	-	1.77%

** Loans and advances, and Investments have been calculated based on the closing balances as per standalone financial statement.*

An independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
One program with multiple value chain partners	Trainings conducted by Polycab on: <ul style="list-style-type: none"> • ESG Awareness Workshop • E-Waste Management Awareness • Supplier Code of Conduct • Business Sustainability • BRSR Reporting 	91.2 % of our key suppliers completed ESG training

Polycab's commitment to embedding sustainability across its value chain has evolved from intent to measurable action. Sustainability is no longer viewed as an internal mandate alone, it is a shared responsibility that extends across every tier of our extended network, from raw material sourcing to last-mile distribution.

Polycab's Supplier Code of Conduct codifies the Company's expectations on business ethics, legal compliance, labour practices, and environmental responsibility. In this reporting year, we have moved beyond formulation to active operationalisation. A formal acknowledgement mechanism has been instituted, requiring suppliers to periodically affirm their compliance with the Code. This shift from policy articulation to structured accountability marks a significant maturation in our supply chain governance approach. Through structured communication of our Supplier Code of Conduct, we ensure that 100% of suppliers are made aware of our sourcing practices and expectations anchored in sustainability and good governance.

Recognising that sustainable supply chains are built on shared values rather than top-down mandates, Polycab has also deepened its engagement with dealers, distributors, intermediaries, and customers.

At the governance level, the ESG Council comprising Senior Management Personnel and cross-functional leaders has transitioned to a more active oversight and integration function. The Council provides structured strategic direction on supply chain alignment with ESG objectives, setting clear expectations on ethical labour standards, environmental compliance, and responsible sourcing. Regular tracking and review mechanisms have been strengthened, enabling the Council for continuous performance monitoring.

Polycab conducted a value chain workshop with various value chain partners to build awareness on key sustainability matters relevant to the business and supply chain. The workshop also familiarised participants with BRSR reporting requirements and introduced them to the sustainability questionnaire developed by Polycab for ESG assessment, helping strengthen their understanding of reporting expectations and sustainability performance areas.

Polycab conducted E-waste Management awareness seminars for channel partners to strengthen responsible handling of e-waste at the workplace and market level. The sessions covered the environmental and health risks associated with improper e-waste disposal, the importance of segregation, storage and authorised channelisation, compliance with the E-Waste Management Rules, and the role of channel partners in supporting circular economy practices. These seminars helped improve awareness and reinforce responsible e-waste management practices among channel partners, in line with Polycab's sustainability and regulatory compliance objectives.

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

Yes. The Company has established a [Conflict of Interest Policy](#) to support the identification, disclosure, prevention and management of conflicts of interest across the organisation, including subsidiaries and joint ventures. Under this framework, a conflict may arise where personal, financial or other outside interests, whether direct or through immediate family members, have the potential to influence an individual's judgement or interfere with the Company's best interests. The framework is applicable to Directors, Senior Management Personnel, employees, subsidiaries and joint other group companies.

To reinforce transparency and accountability, all relevant personnel are required to submit annual declarations confirming any actual or potential conflicts of interest. In addition, where any Director, Officer, employee or other interested person becomes aware of an actual, potential or perceived conflict during the year, the same is required to be promptly disclosed to the Company in the prescribed format. This enables timely clarification of the situation and supports continuity of business in accordance with the Company's interests.

The Company has also adopted a detailed Standard Operating Procedure (SOP) under the Conflict-of-Interest Policy, which sets out the process for identification, reporting, assessment and resolution of conflict situations. Conflicts identified through these processes are addressed through established institutional mechanisms and are considered, where relevant, during agenda setting for Board and Committee meetings to help ensure impartial decision making. To strengthen awareness and compliance, the Company conducts regular training programmes and learning modules to help individuals recognise and appropriately manage conflict situations.

Any violation of the policy may be reported through the Whistle Blower Mechanism and may result in investigation and disciplinary action, including termination of employment, where warranted. Where applicable, such matters may also be escalated to the Disciplinary Committee, comprising at least three Senior Management Personnel, which operates under a defined Terms of Reference (ToR) to ensure fair and consistent application of disciplinary measures in line with governance standards.

In addition, the Board Members and KMPs disclose annual details of their relatives and interests in other bodies corporate which are mandated under law. The parties identified thereunder form part of the related parties database and adequate systems have been established for review to ensure the transactions with the related parties are at arms length and in ordinary course of business.

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

Essential Indicators

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

Innovation lies at the core of Polycab's growth, with R&D advancing product performance, safety, and long-term competitiveness. As a key contributor to critical infrastructure, the Company continues to develop materials and technologies that respond to evolving industry requirements while strengthening safety, quality, and sustainability.

Innovation and development activities at Polycab were backed by total R&D expenditure of INR 52.24 million during the year, alongside total capital expenditure of INR 14.8 billion.

Going forward, the innovation roadmap will focus on high-performance infrastructure and transit applications, safer house wiring concepts to minimize short-circuit risks, and advancing Green Wire+ towards the highest Construction Products Regulation classification

Particular	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D CapEx	Refer to the details provided above.	15.90% 1.45%	Product development during the year included enhancements to Green Wire+, such as improved heat withstand and current-carrying capacity, and low-smoke, low-toxicity performance during emergencies. Building towards its goal of developing at least one net-zero product by 2030, Polycab conducted Life Cycle Assessments for eight products, the insights from which will guide future product design to lower carbon footprint.

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

Yes. Polycab has established procedures for sustainable sourcing through its [Supplier Code of Conduct](#) (SCoC), which applies to suppliers, contractors, distributors, and other value chain partners. The Company actively works with its suppliers to promote sustainability across the value chain. Suppliers are expected to reduce environmental impact by using resources efficiently, adopting clean technologies, and limiting deforestation, emissions, and waste. They are also

encouraged to manage and report the environmental risks associated with their products throughout their lifecycle.

Polycab organized a value chain workshop involving various value chain partners to raise awareness on different sustainability matters. Additionally, the Company identified its strategic suppliers and developed a detailed Supplier ESG Assessment Questionnaire comprising 20+ focus areas and 90+ assessment questions. The framework evaluates suppliers across four key dimensions:

- **General:** Company profile and operational information
- **Environment:** Policies, EMS, energy, GHG emissions, water, waste, pollution, land use, and biodiversity
- **Social:** Diversity & inclusion, human rights, health & safety, employee well-being & development, sustainable procurement, and community development
- **Governance:** Anti-corruption, ESG oversight, disclosures, policies, board composition, risk management, data privacy, and grievance redressal

This milestone directly supports the Company's target of achieving 100% ESG assessment of strategic suppliers.

Also, Polycab's dedication to sustainability is embedded in its products, all of which adhere to RoHS and REACH standards. The Company actively eliminates restricted and harmful materials from its operations and sources predominantly from reputed international suppliers with established credentials in responsible and sustainable practices. Conscious of the differing ESG maturity levels across its supplier base, Polycab offers targeted guidance and resources to MSMEs, enabling them to advance on their own sustainability journeys.

The assessment framework enables structured supplier evaluation, early identification of ESG-related risks, and targeted engagement on improvement areas, thereby strengthening transparency, accountability, and sustainability performance across the supply chain. In addition, Polycab maintains ISO 50001, ISO 45001, ISO 14001, and ISO 9001 certifications, underscoring its focus on energy efficiency, occupational health & safety, environmental stewardship, and quality management systems.

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

As of March 2026, 83.6% of our procurement (measured in terms of business value) is sourced from ESG-compliant suppliers, reflecting Polycab's commitment

to embedding sustainability across its supply chain. We actively engage with partners who not only meet ESG requirements but also demonstrate a proactive commitment to responsible and ethical practices. These suppliers play a critical role in advancing sustainable value chains, and we are proud to collaborate with them.

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

Polycab has established structured processes for the collection, segregation, handling, and disposal of waste across its operations, while continuously strengthening its approach to end-of-life management of post-consumer products in line with evolving regulatory requirements and stakeholder expectations.

Polycab's core products, wires and cables, are designed for long-term performance, with thermal endurance testing on selected cable constructions indicating service life potential extending across several decades (45 to 50 years) for key insulation and sheath components. This long in-use life reflects a deliberate focus on product durability and reliability. At end of life, these cable systems also contain materials with recovery value, giving the product category an inherent circular potential within the broader recycling ecosystem.

- (a) Plastics (including packaging):** Plastic waste including packaging is collected and stored at designated areas across facilities before being routed to PCB-authorized recyclers. Polycab additionally engages vendors who collect plastic packaging waste from the market on the Company's behalf, directly fulfilling its Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management Rules.
- (b) E-waste:** Electrical and electronic waste generated at facilities is collected and stored before being sold to authorized e-waste recyclers registered with the Central and/or State Pollution Control Boards, ensuring environmentally responsible processing. For end-of-life FMEG products, a defined mechanism is in place to channel such waste through CPCB and SPCB-registered recyclers.
- (c) Hazardous waste:** Hazardous waste generated at manufacturing facilities, including waste lubricants, oily sludge, contaminated containers are stored and transported exclusively through PCB-registered transporters. Disposal is carried out through authorized agencies, with waste directed to incineration, co-processing or authorized treatment facilities depending on the nature of the waste. Comprehensive documentation is maintained through a seven-copy manifest system, and annual returns are filed with the State Pollution Control Board. Polycab has set a target to achieve Zero Waste to Landfill by 2030.

- (d) Other waste:** Metal scrap is collected in designated marked areas and channelled to scrap metal reclaimers, ensuring the material re-enters productive use. Wood scrap is stored separately and disposed of through wood recyclers. All such waste streams are managed in compliance with applicable norms for tracking, transportation, and disposal.

In parallel, Polycab is deepening its focus on circular design by strengthening lifecycle-based strategies aimed at reducing environmental impacts across stages of production and use. The Company completed cradle-to-gate Life Cycle Assessments (LCAs) for six key products in the previous year and has undertaken eight cradle-to-grave LCAs in the current financial year. For its core product categories, Polycab adopts an end-to-end approach that enables the re use, recycling, of input materials over time. This approach strengthens waste minimisation and long-term resource efficiency while aligning with national sustainability priorities and global circular economy practices.

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

Yes, Extended Producer Responsibility (EPR) is applicable to Polycab's activities. The Company's waste collection and channelization approach is aligned with the EPR action plans submitted to the Central Pollution Control Board (CPCB) as part of its registrations under the applicable regulations.

Polycab is registered with CPCB under the relevant EPR frameworks for plastic waste, battery waste, and e-waste. For plastic waste, the Company is registered as a Producer, Importer and Brand Owner under Plastic Waste Management Rules. For battery waste, the Company is registered as a producer under Battery Waste Management Rules. For e-waste, the Company is registered as a producer under E-Waste (Management) Rules. The action plans for these waste streams have been submitted as part of the registration process.

The Company undertakes compliance through authorized mechanisms under the respective EPR frameworks, including the utilisation of EPR credits, wherever applicable. During FY 2025-26, Polycab achieved 100% of the target set by CPCB for Plastic, E-waste and Battery Waste. The corresponding quantities recycled under these categories were 1526.37 MT, 7750.80 MT, and 36.30 MT respectively.

Polycab monitors compliance with its EPR obligations through the CPCB portal and internal review processes and works with authorized entities under the applicable regulatory framework for fulfilment of its obligations and through filing of annual returns. During the year, Polycab conducted EPR awareness sessions across our manufacturing plants to strengthen understanding of requirements under the Plastic Waste

Management Rules, Battery Waste Management Rules, and E-Waste Management Rules. The sessions covered EPR obligations, regulatory requirements, documentation, reporting, and the role of authorised recyclers.

Leadership Indicators

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

NIC Code	Name of Product/ Service	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
27310	Optical Fiber / Telecom Cable	Cradle to Gate	Yes	No
27104	Switchgear	Cradle to Gate	Yes	No
27503	Zoomer Fan	Cradle to Gate	Yes	No
2732	Instrumentation Cable	Cradle to Gate	Yes	No
2732	Power Cable	Cradle to Gate	Yes	No
2732	High-tension Cable	Cradle to Gate	Yes	No
2732	House Wire optima plus	Cradle to Grave	Yes	No
2732	Flexible Single core	Cradle to Grave	Yes	No
2732	Flexible double core	Cradle to Grave	Yes	No
2732	Control cable	Cradle to Grave	Yes	No
2732	LV Power cable	Cradle to Grave	Yes	No
2732	MV high voltage wire	Cradle to Grave	Yes	No
2732	Project Cable - 200-300 MTR (Industrial Cable)	Cradle to Grave	Yes	No
27503	BLDC Fan	Cradle to Grave	Yes	No

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.

Polycab conducts Life Cycle Assessments (LCA) to identify and evaluate environmental impacts associated with its products across different stages of the lifecycle. The assessments indicate that the key environmental concerns primarily arise from raw

material extraction and processing, particularly metals and polymers, as well as energy consumption and associated losses during the product use phase. In addition, end-of-life disposal and recyclability of certain materials present opportunities for improving circularity and resource efficiency.

To mitigate these impacts, the Company has undertaken several initiatives focused on sustainable product innovation and lifecycle management. These include increasing the use of recycled materials, optimizing product design to reduce material and energy intensity, improving operational energy efficiency, and increasing the share of renewable energy in manufacturing operations. Polycab is also strengthening circularity practices through enhanced recyclability, scrap recovery, and responsible end-of-life management initiatives.

Our LCA programme covers a diverse portfolio of products across cables, wires, switchgear, and fans. In FY 2025 assessments for optical fibre/telecom cables, switchgear, zoomer fans, instrumentation cables, power cables, and high-tension cables have been conducted using a cradle-to-gate approach, focusing on impacts up to the manufacturing stage. In addition, products such as house wire (Optima Plus-6 SKU's), flexible single core and double core cables (9 SKU's), control cables (9 SKU's with multiple core variation), LV power cables (7 SKU's with double core variation), MV high voltage wires (8 SKU's with double core variation) , Project Cable: 200–300 MTR (Industrial Cable-6SKU's), and BLDC fans have been assessed using a cradle-to-grave approach, covering the full lifecycle including use and end-of-life stages were conducted in FY2026. All assessments have been carried out by an independent external agency, ensuring credibility and a comprehensive evaluation of environmental impacts across the value chain.

3. 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.

Category	FY 2025-26			FY 2024-25		
	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	-	1,526.37	-	-	2,468.55	-
E-waste	-	7,750.80	-	-	5,164.74	-
Other waste: Battery Waste	-	36.30	-	-	-	-

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

Essential Indicators

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

Category	Total (A)	% of Employees Covered By									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	3,659	3,659	100%	3,659	100%	NA	NA	0	0%	0	0%
Female	226	226	100%	226	100%	226	100%	NA	NA	0	0%
Total	3,885	3,885	100%	3,885	100%	226	100%	0	0%	0	0%
Other than Permanent Employees											
Male	656	656	100%	656	100%	NA	NA	0	0%	0	0%
Female	33	33	100%	33	100%	33	100%	NA	NA	0	0%
Total	689	689	100%	689	100%	33	100%	0	0%	0	0%

Note: NA - Not Applicable.

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

Category	Total (A)	% of Workers Covered By									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent workers											
Male	1,774	1,774	100%	1,774	100%	NA	NA	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	NA	NA	0	0%
Total	1,775	1,775	100%	1,775	100%	1	100%	0%	0%	0	0%
Other than Permanent Workers											
Male	11,528	11,528	100%	11,528	100%	NA	NA	0	0%	0	0%
Female	339	339	100%	339	100%	339	100%	NA	NA	0	0%
Total	11,867	11,867	100%	11,867	100%	339	100%	0%	0%	0	0%

Note: NA - Not Applicable

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.12%	0.12%

An independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table..

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

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

*ESI is deducted and deposited for all eligible employees.

3. Accessibility of workplaces:

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

Polycab is committed to building a workplace that is inclusive, equitable, and accessible to all individuals, regardless of physical ability. In line with the Rights of Persons with Disabilities Act, 2016, and guided by global best practices on inclusive infrastructure, the Company is actively working to remove physical and systemic barriers that may hinder the participation of people with disabilities.

Our workplaces have been designed to accommodate accessibility needs at most entry points and lobbies for individuals using wheelchairs or mobility aids. As part of our broader inclusion efforts, we are progressively upgrading workspaces, restrooms, circulation zones, and shared areas across all operational sites to meet universal design standards. In case of a new office location, we ensure that it is fully equipped with inclusive infrastructure to support people with disabilities.

Polycab recognizes that accessibility is not a one-time intervention but an ongoing commitment. We continue to assess built environments, adopt inclusive infrastructure solutions, and integrate accessibility considerations into future projects from layout planning to ergonomic workstations.

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

Yes. The Company has an [Equal Opportunity Policy](#) aligned with the Rights of Persons with Disabilities Act, 2016, supported by a detailed SOP for effective implementation. Polycab is committed to fostering a workplace that is inclusive, respectful, and free from discrimination, with a zero-tolerance approach to any form of bias. The policy applies across the employee lifecycle, ensuring fair access to opportunities, equitable working conditions, and recognition of individual contributions.

The policy is governed through a structured framework involving the Board, CSR & ESG Committee, ESG Council, and management, and is supported by systems such as training, compliance monitoring, audits, and risk assessments. Discrimination on any grounds, including gender, disability, age, religion, or social background, is strictly prohibited. A defined grievance redressal mechanism enables confidential reporting and resolution of concerns.



Polycab further reinforces its commitment through gender-neutral practices and inclusion-focused initiatives such as awareness programmes, employee support systems, and continuous skill development, fostering a culture of diversity, equity, and inclusion across the organisation.

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

Groups	Permanent Employees		Permanent Workers	
	Return to work rate*	Retention rate	Return to work rate*	Retention rate
Male	NA	NA	NA	NA
Female	80%	90%	NA	NA
Total	80%	90%	NA	NA

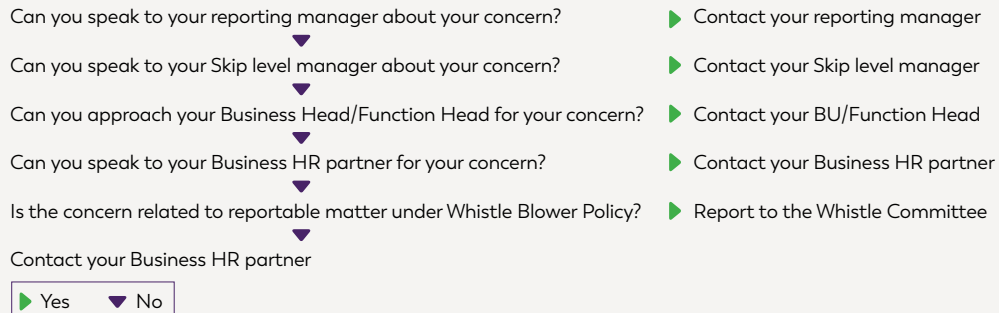
Note: NA - Not Applicable

*Employees who are on parental leave as on 31 March 2026 are excluded in the above calculation.

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	<p>Polycab has established a structured and transparent grievance redressal mechanism to encourage open communication and build trust between employees and management, irrespective of employment status. Rooted in the Company's core values of integrity and accountability, this mechanism is supported by a robust set of internal governance policies, including the Code of Conduct, Whistleblower Policy, Human Rights Policy, Disciplinary Action Policy, OHSE (Occupational Health, Safety and Environment) Policy, and the Policy for Prevention of Fraud. These policies are readily accessible to employees and stakeholders through the Company's internal intranet platform, ensuring transparency and ease of access.</p> <p>Multiple accessible channels are available for all stakeholders including employees, contract workers, suppliers, and customers to report unethical, illegal, or inappropriate conduct of any of the stakeholders:</p> <ul style="list-style-type: none"> • Through email at: speakup@polycab.com • In case of letters (protected disclosure): Submitted by hand-delivery, courier or by post addressed to the Chairman of the Audit Committee at: Mr. T P Ostwal & Associates LLP, Chartered Accountants, Suite #1306-1307, Lodha Supremus, Opp. Kamla Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai - 400013.

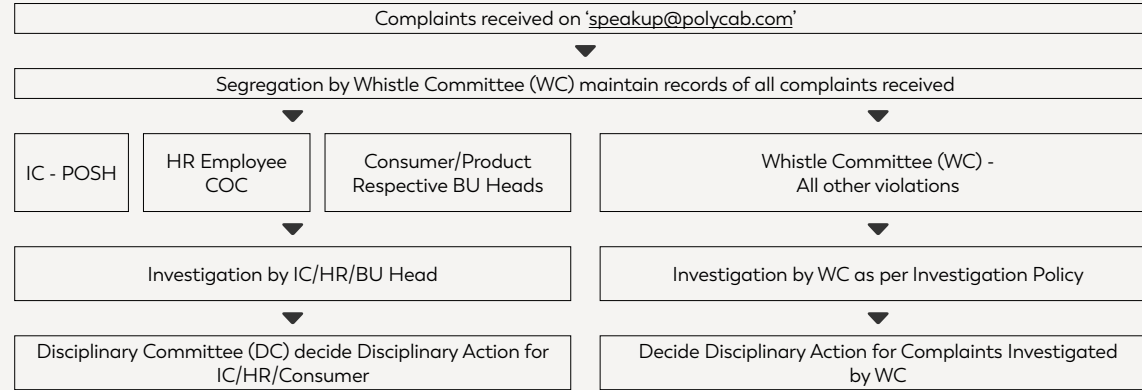
The Speak-Up decision tree is provided below:



Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
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The grievance redressal mechanism follows a well-defined escalation framework that is communicated across the organization to ensure awareness among all stakeholders. Employees are encouraged to first raise their concerns with their immediate or skip-level supervisor or the Chief Human Resources Officer (CHRO). Upon receipt of a complaint, the Whistle Committee first classifies it into appropriate categories such as minor incidents, consumer-related complaints, sexual harassment cases, or serious misconduct, within 7 days. Following this, the Committee evaluates the nature and severity of the complaint and determines the suitable disciplinary action within 15 days from the date of intimation, it may be escalated to the respective department head and subsequently reviewed by the Disciplinary Committee, which conducts inquiries, evaluates cases, and recommends appropriate corrective or disciplinary actions.

Where further resolution is required, the Company also provides for voluntary arbitration to facilitate fair closure. Matters classified as major incidents under the Whistle Blower Policy are directly escalated to the Audit Committee and handled as whistleblower complaints. The detailed grievance redressal process is outlined below.



Each complaint received is reviewed and investigated by the Grievance Committee, which recommends suitable corrective actions and ensures that outcomes are appropriately communicated to the concerned parties. The process is thoroughly documented, enabling analysis of recurring concerns, identification of systemic gaps, and implementation of long-term process improvements.

By offering multiple channels to raise concerns, maintaining a strict non-retaliation approach, and providing clear escalation pathways, Polycab ensures that its grievance redressal mechanism remains inclusive, confidential, and responsive, thereby strengthening trust across its stakeholder ecosystem.

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

None of Polycab’s employees or workers are part of unions or associations. However, in line with the Human Rights Policy, the Company recognizes the right to freedom of association.

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill Upgradation [#]		Total* (D)	On Health and safety measures		On Skill Upgradation [#]	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	4,315	4,285	99%	3,667	85%	5,805	4,346	75%	3,909	67%
Female	259	258	99%	231	89%	313	245	78%	238	76%
Total	4,574	4,543	99%	3,898	85.2%	6,118	4,591	75%	4,147	68%
Workers										
Male	13,302	12,144	91%	10,124	76%	18,548	18,548	100%	4,224	23%
Female	340	277	81.5%	208	61%	346	346	100%	126	36%
Total	13,642	12,421	91%	10,332	75.7%	18,894	18,894	100%	4,350	23%

*The total count includes all employees and workers associated with Polycab throughout the year.

#Training on skill upgradation was given to all the eligible employees and workers.

For more details on our training programmes and human capital development initiative, please refer to Human Capital Management section in Sustainability Report.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)*	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3,659	3,659	100%	3,226	3,226	100%
Female	226	226	100%	200	200	100%
Total	3,885	3,885	100%	3,426	3,426	100%
Workers						
Male	1,774	1,774	100%	1,831	1,831	100%
Female	1	1	100%	1	1	100%
Total	1,775	1,775	100%	1,832	1,832	100%

*Only Permanent Employees and Workers have been considered.

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 of such a system?

Yes. Polycab has implemented a formal [Occupational Health and Safety Management System](#) (OHSMS), certified under ISO 45001:2018 and independently verified by TÜV NORD CERT GmbH. The system has been voluntarily adopted beyond statutory compliance to build a structured, proactive culture of zero harm and continuous improvement across the organisation.

Coverage

The OHSMS is implemented across all 26 manufacturing facilities of Polycab. The system covers all direct employees and contract workers whose workplace is controlled by Polycab, representing 100% of the workforce at certified locations.

System Design

The OHSMS is built on the Plan-Do-Check-Act (PDCA) cycle as prescribed by ISO 45001:2018 and is integrated with ISO 14001:2015 (Environmental Management) forming a unified management system across environment, health and safety. The framework additionally incorporates Indian national standards IS 14489:2018

and IS 17893:2023, reflecting alignment with domestic regulatory and technical requirements beyond the international baseline.

Governance and Audit Mechanism

Senior management undertakes monthly management reviews linked to Key Result and Responsibility Areas, enabling structured tracking of safety performance across operations. Internal safety audits are also conducted regularly across all manufacturing facilities to assess compliance and identify areas for corrective action. In addition, Polycab conducts monthly cross-plant safety audits, wherein the EHS team of one facility audits the safety parameters of another facility. This enables identification of improvement opportunities through peer comparison across internal units and supports horizontal deployment of good practices across plants. The audit checklist is reviewed and updated at the beginning of each financial year to drive continual incremental improvements. Further, external surveillance audits are conducted every year, while recertification audits for ISO 45001 are undertaken once every three years.

Workforce Engagement

Regular training programs are conducted on Hazard Identification and Risk Assessment (HIRA) and Total Productive Maintenance (TPM), equipping employees and workers to identify and manage risks proactively. Safety awareness is reinforced through initiatives including National Safety Week, Road Safety Week, Fire Safety Week, and hands-on drills such as the 3-Men Hose Drill and Walk with Fire Extinguishers.

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

Polycab has instituted a structured and documented framework for identifying work-related hazards and assessing risks across all manufacturing operations, covering both routine and non-routine activities. This framework is embedded within the ISO 45001:2018 certified OHSMS and operates through differentiated processes depending on the nature of the activity.

Routine basis:

- **HIRA:** For day-to-day operational activities, the primary tool is Hazard Identification and Risk Assessment (HIRA), conducted at the activity level across all departments. Each identified hazard is evaluated on three parameters — Occurrence (likelihood), Severity, and Current Control effectiveness — each rated on a 1 to 5 scale. The product of these three scores generates a Risk Priority Number (RPN), which determines the significance of

the hazard and drives prioritisation of control measures. Any RPN exceeding 25 is considered as a significant risk.

An important feature of Polycab's risk assessment approach is the use of an integrated Environment and OHS Register, which captures both OHS hazards and Environmental aspects within a single document. This enables cross-functional management of safety and environmental risks simultaneously, with each entry linked to the legal compliance register and relevant work instructions for full traceability. Further, the HIRA is reviewed every six months, and the revised probability, severity, control measures, and updated RPNs are recorded in the same document. This allows progress to be tracked over time and supports continuous monitoring and improvement in risk management.

Once a hazard is identified and rated, proposed control methods follow a defined hierarchy of controls: **Elimination → Substitution → Engineering Controls → Administrative Controls and Signage → Personal Protective Equipment**

- **Toolbox Talks:** Routine hazard identification is further supported through daily Toolbox Talks at shift start across all units, tailored to specific operational tasks and highlighting activity-level hazards and safe work practices.

Non-Routine Activities:

For non-routine, infrequent, or high-risk activities, Polycab applies a separate and more stringent set of safety controls. A formal Permit to Work (PTW) system governs such activities, including jobs such as hot work, and work is allowed to commence only after all defined preconditions are verified and authorised. Job Safety Analysis (JSA) is also undertaken for these tasks to break down each step, identify associated hazards, and define the necessary control measures before execution.

For manufacturing facilities, Hazard and Operability Study (HAZOP), fire load calculation, and fire adequacy assessment are carried out as part of plant establishment and design-stage safety planning. These studies help identify process and fire-related risks at the outset and support the incorporation of appropriate safety measures into plant design and infrastructure.

In addition, Pre-Startup Safety Review (PSSR) is carried out for maintenance activities and management of change scenarios before restarting operations or commissioning modified systems. This helps ensure that all required safety conditions, controls, and readiness checks are in place before the activity or system is brought into operation.

For emergency situations, documented on-site emergency plans are maintained and linked to the integrated HIRA register. For new projects and capital expenditure

as well, HSE considerations are incorporated at the design stage, with dedicated project management systems supporting compliance with safety requirements through construction and into operations.

Governance of Risk Assessment Process

All findings arising from HIRA exercises are captured in departmental risk registers, updated periodically, and reviewed during HSE Committee meetings to reflect changes in operations, new activities, or emerging risks. These reviews are carried out by cross-functional teams comprising safety officers, line managers, and trained personnel, with findings also verified through internal audits and tracked to closure for effectiveness. In addition, HIRA findings are linked to improvement plans that define the scope, expected outcomes, result areas, budget, and timelines for implementation, thereby enabling a more structured and accountable risk mitigation process.

At the operational level, daily unannounced field inspections are conducted by HSE officers and manufacturing supervisors to identify and report unsafe conditions and unsafe acts. These observations are escalated through digitised platforms for corrective and preventive action. The number of such findings is linked to the Key Result Areas of officers, making proactive reporting and early identification of risks an important leading indicator in Polycab's safety management approach. Workplace environment monitoring is also conducted as part of the overall risk assessment and control framework to assess workplace conditions and strengthen preventive risk management.

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

Yes. Polycab has established both the policy framework and the operational mechanisms to ensure that every worker, including contractors, visitors, and value chain partners, can report work-related hazards and remove themselves from unsafe situations without fear of consequence.

Policy Foundation

The right to report safety concerns is formally anchored in two documents. Polycab's OHSE Policy explicitly commits to encouraging workers to report health, safety, or environmental concerns promptly and without fear of retaliation, with a corresponding obligation on managers and supervisors to address these concerns promptly and effectively. This commitment is further reinforced through the Zero Tolerance Policy for Safety, a standalone policy covering all individuals across Polycab's facilities, construction sites, offices, warehouses, and transportation operations. Under this policy, any employee or individual who witnesses or becomes

aware of a safety violation is required to immediately report it to their supervisor, manager, and the designated safety officer making reporting not just a right but an explicit obligation.

Reporting Mechanisms

Workers can report hazards and safety concerns through multiple channels. SPARSH serves as Polycab's centralised digital HSE platform, operational since 2023, and is accessible to employees and workers across locations. The platform has been designed as a one-touch system for HSE reporting and management, covering areas such as unsafe acts and unsafe conditions, near-miss reporting, incident tracking, site inspections, permit to work, and related corrective and preventive action follow-up. It enables HSE data to be captured, stored, tracked, and monitored in one place, improving transparency, visibility, and timely closure of observations. Observations reported through SPARSH are escalated based on priority, with closure timelines generally ranging from 1 to 11 days and are reviewed and closed within the respective unit by the Unit Head.

At the facility level, each manufacturing unit has a designated safety officer as a direct point of contact for immediate concerns. Workers can also raise issues through joint shop floor inspections with factory managers, periodic HSE meetings, and departmental open discussions. In addition, the Safety Committee, where worker representation is equal to that of management, provides a formal forum for ground-level concerns to be raised and acted upon. It is ensured that workers are involved in the decision-making process during Safety Committee meetings. For concerns requiring confidentiality, the Whistleblower Policy framework is also available, and sign-off on this policy is renewed from all employees on a half-yearly basis to ensure continued awareness

Right to Withdraw

Workers are explicitly informed through induction training for all new joiners and through periodic refresher sessions of their right to withdraw from any work situation they perceive as posing an immediate and serious threat to their health or safety. The non-retaliation protection for workers exercising this right is formally established in the OHSE Policy and reinforced in the Zero Tolerance Policy, which applies equally to all individuals including contract workers. All instances of work refusal due to unsafe conditions are reviewed by the respective unit's safety officer, documented for corrective follow-up, and interim risk control measures are promptly implemented to enable safe resumption of work.

Governance and Closure

Reports of hazard identification are logged, investigated, and tracked to resolution through Polycab’s HSE monitoring framework. Findings feed into internal safety audits and HSE Committee reviews, enabling trend analysis and systemic corrective action. The Zero Tolerance Policy mandates thorough investigation of all reported violations, with disciplinary accountability where warranted ensuring the reporting system operates with consequence in both directions.

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

Yes. Polycab provides employees and workers with access to non-occupational medical and healthcare services that extend beyond occupational health requirements and cover both preventive care and general medical needs. All members are covered under a Group Health Insurance policy or the Employees’ State Insurance Corporation (ESIC) scheme, ensuring baseline healthcare coverage across the workforce.

Under the Group Medclaim policy, coverage is available on a family floater basis and extends beyond spouse and children to include either both parents or both parents-in-law, subject to policy conditions. The family floater sum insured is grade-based and ranges from ₹ 3 lakh to ₹ 12 lakh. Contract workers and third-party personnel at Polycab-controlled sites are also provided access to primary healthcare services and included in site-level medical programmes, in line with the Company’s OHSE commitment to the health and safety of contractors and value chain partners alongside direct employees.

Beyond insurance, on-site medical support is available at the corporate office and manufacturing facilities for minor health concerns and immediate relief. A doctor visits the head office once every week for consultation and basic medical support. Preventive health is a structured priority, with employees above the age of 40 eligible for sponsored health screenings through certified diagnostic partners, covering a comprehensive panel of tests along with physician-led physical examinations and follow-up consultation where required. Regular medical camps are also organised across manufacturing sites for the broader workforce. In FY 2025-26, more than 5,000 employees and workers were screened in Halol manufacturing sites on parameters including Complete Blood Count, Urine Routine and Microscopy, Random Blood Sugar, Pulmonary Function Test, Serum Creatinine, Audiometry, SGPT, ECG, Cholesterol, Eye Test and X-ray, where applicable.

Polycab also supports non-occupational health and wellness through year-round initiatives. These include annual blood donation drives conducted on Chairman

Inder T. Jaisinghani’s birthday, yoga and wellbeing activities, breast cancer screening initiatives, and personalised support through a dietician, who provides meal plans and diet guidance, and a physiotherapist, who offers individual consultations on good practices for physical well-being. The Company has also established broader wellness platforms such as i-Thrive and Forge Fitness. i-Thrive is designed as a holistic wellness programme built around six pillars, namely nutrition, physical, mental, social, emotional and spiritual well-being, and includes baseline health assessments, nutrition guidance, movement challenges, mindfulness practices, stress management, reflective exercises and one-to-one nutrition consultations. Forge Fitness complements this by focusing on physical fitness, early identification of lifestyle-related risks such as overweight and obesity using indicators such as BMI and waist-to-height ratio, and encouraging sustained improvements in energy, resilience and productivity across employees and workers.

New employees are also oriented on the medical and wellness benefits available to them, including how to access support both on-site and through external partners.

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

Safety Incidents/Numbers	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.067	0.11
Total recordable work-related injuries	Employees	0	0
	Workers	2	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

An independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

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

Polycab treats workplace safety as an operational imperative rather than a compliance exercise. Through structured policies, awareness programmes, and proactive systems, the Company works continuously to prevent incidents and foster an environment where every individual can carry out their responsibilities without concern for their health or safety.

The framework is anchored in two governing documents. The OHSE Policy establishes the overarching commitment to continuous improvement, legal compliance, and worker participation across all operations covering employees, contractors, value chain partners,

and visitors. The Zero Tolerance Policy sets non-negotiable minimum safety standards applicable to all individuals across manufacturing facilities, construction sites, offices, warehouses, and transportation, with a defined three-tier disciplinary framework: Minor Infraction, Major Infraction, and Gross Misconduct. This ensures that safety obligations carry enforceable consequences. Violations of safe working practices under any of Polycab's operational procedures are explicitly actionable under this policy.

For day-to-day manufacturing operations, hazard control is governed through documented Work Instructions prepared by departmental heads in consultation with the HSE team. Each work instruction mandates coverage of startup and shutdown procedures, hazards arising from deviations, protective measures including PPE, and emergency response steps. A role-specific PPE Matrix ensures that protective equipment is matched to the activity rather than applied generically.

Workplace safety for routine operations is further reinforced through 5S lean principles (Sort, Set in Order, Shine, Standardise, Sustain), which are fully integrated into factory operations to maintain clean, organised, and safer working environments. Statistical data on incidents, near-misses, and safety KPIs are displayed on the shop floor, promoting real-time visibility and accountability at the operational level. Monthly HSE audits evaluate compliance and feed findings into corrective action plans, with audit outcomes linked to individual Key Result Areas to create personal accountability at every level.

Polycab recognises that the highest risk of incidents occurs during non-routine activities and has established a dedicated procedural framework for these. Eight categories of non-routine activity are formally defined and governed under specific safety requirements: confined space entry, electrical shutdowns, excavation, work at height, working on flammable or pressurised lines, hot work, new production line setup, and civil construction, expansion, and demolition.

For all such activities, a Job Safety Analysis (JSA) must be completed before work begins, breaking the job into sequential steps, identifying hazards at each step, and specifying control measures. JSA is also mandatory whenever the conditions of an existing Standard Operating Procedure change mid-job ensuring the system adapts to real-time deviations. Job prioritisation for JSA is driven by past incident history, frequency of accidents, potential severity, and new or modified operations, explicitly building an incident-learning loop into the process.

The JSA must be accompanied by a Permit to Work (PTW) for non-routine activities without an existing SOP. The PTW system defines five permit types: Cold Work, Hot Work, Confined Space Entry, Work at Height, and Combination Permits. Each type has specific validity periods and mandatory medical fitness requirements. Workers undertaking hot work or confined space entry must pass a hypo/hypertension test; those working at height must be assessed for vertigo, epilepsy, cardiac conditions, and colour blindness.

The permit follows a four-tier chain: preparation by the executing team, issuance by the relevant departmental authority, authorisation by the HOD or Unit Head, and auditing by the Safety Officer. If workplace conditions change during execution, the permit becomes void and work must stop until it is revalidated.

Enforcement of the PTW system extends to contractors. Contract staff are not permitted entry to the site without a valid PTW, verified by the security team at the gate entry point. PTW violations by contractors attract financial penalties and repeated violations result in suspension and blacklisting of the vendor. Risk for all non-routine activities is managed to ALARP (As Low As Reasonably Practicable) level, with no activity permitted without constant site supervision.

During the year, Polycab partnered with DSS+, a globally recognised organisation for safety excellence and cultural transformation, to launch the **SAMYAK** programme. Through this collaboration, the Company seeks to benchmark its safety practices against world-class standards while strengthening safety leadership across all levels. The programme is focused on fostering consistent safety behaviours, enhancing systems and workplace practices, and building a resilient safety culture anchored in people-first decision-making. It represents a meaningful step in Polycab's journey towards safer, more responsible, and future-ready operations.

Measures for Third-Party and Contract Workers

All third-party workers are required to undergo site-specific safety induction before deployment at any Polycab-controlled location. Where significant hazards are identified in relation to supplier or sub-contractor activities, relevant procedures and controls are formally communicated to them. Controls extend to the purchase of goods, equipment, and services, ensuring that the safety framework reaches beyond the direct workforce into the supply chain.

Fire Safety and Emergency Preparedness

Fire safety is managed through installed hydrant systems, extinguishers, and alarm systems across all manufacturing units, supported by dedicated fire response teams. **150** fire drills were conducted across all manufacturing facilities in FY 2025-26. Emergency preparedness training covering response protocols in line with ISO 45001 was completed by 4,074 employees & workers in FY 2025-26. On-site emergency plans are maintained, regularly reviewed, and linked to the HIRA register.

Awareness Initiatives

The Prerna initiative was launched to strengthen regular safety communication through thoughtfully designed digital flyers. Covering practical themes such as electrical safety, work at height, and safe stacking, these communications helped raise workforce

awareness, reinforce safe behaviours, and enable employees and workers to identify and address shopfloor gaps more effectively.

Worker Participation and Governance

Safety Committees are constituted at each manufacturing facility, meeting monthly to review concerns, analyse incidents, and track corrective actions. Cross-plant safety audits, where EHS personnel from one facility audit another, provide an additional independent layer of assurance. JSA implementation is verified during PTW audits, field safety visits, and site inspections

Health Measures

Beyond physical safety, Polycab is committed to the overall health and wellbeing of its workforce. Occupational Health Centre (OHC) facilities staffed by medical practitioners are available at the manufacturing facilities, providing workers with access to immediate medical attention on site. The Company also runs year-round health and wellness initiatives including yoga sessions, mental wellbeing campaigns, and specialized health drives such as breast cancer screenings and blood donation camps.

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

No complaints were made on working conditions and health and safety conditions by employees and workers during safety committee meetings.

14. Assessments for the year

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Conditions	100%

Major manufacturing locations are covered under the ISO 45001/2018: Occupational Health and Safety Management Systems. Additionally, all our manufacturing facilities have been audited for IS 14489:2018 by competent third parties. Complying with safe working conditions is an essential aspect of Employee Health and Safety management systems. In addition, our units undergo monthly cross-plant HSE audits and daily field inspections at all divisions to verify compliance with Standards.

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.

Polycab maintains a structured, digitally-enabled system for managing safety incidents and translating assessment findings into corrective action with clear ownership, time-bound escalation, and cross-facility learning built into the process.

Incident Reporting and Investigation

All safety incidents and near-misses are reported and managed through Sparsh, Polycab's digitised HSE management platform. Every reported incident follows a defined five-stage workflow: submission by the reporter, verification and preparation of the incident report by the Factory Manager or Unit Head, review by the Division HSE Officer, review and RCA Committee identification by the Regional HSE Manager, and finally investigation and CAPA assignment by the identified cross-functional RCA Committee team. An incident is marked closed only upon full closure of all assigned CAPA actions and not merely upon completion of investigation.

To ensure timely resolution, a structured escalation matrix is embedded in the system. If an incident report is not reviewed within one day of submission, it escalates automatically to the Factory Manager and Regional HSE Officer; by day two it reaches the Regional HSE Manager; and by day three the Corporate HSE Head, Corporate Vertise Head, and Regional Head are notified. A parallel escalation applies to investigation completion if investigation is not concluded within seven days, the same corporate-level escalation is triggered. This ensures that no incident can remain unreviewed or unattended without senior leadership visibility.

Root cause analyses are conducted using the hierarchy of controls prioritising elimination and substitution of hazards before engineering controls, administrative controls, and finally PPE. Incident investigation on the SPARSH Portal is done either through Fish Bone Analysis or 5W1H analysis. Learnings from significant incidents and near-misses are shared across all manufacturing facilities to prevent recurrence and drive uniform improvement.

Corrective Actions from Assessments

Polycab's HSE team proactively conducts assessments to identify potential hazards and occupational risks linked to operations. Risk-opportunity and aspect-impact registers are maintained and periodically reviewed as living documents, helping teams prioritise corrective actions based on criticality and recurrence. Findings from internal and external audits are tracked to closure, with corrective actions circulated across all manufacturing units to ensure uniform implementation rather than localised fixes.

Monthly HSE audit results are linked to individual Key Result Areas, and CAPA actions are reviewed during Safety Committee meetings and verified through on-site walkthroughs. Workers and supervisors in high-risk areas are actively involved in post-incident reviews, ensuring that corrective actions are grounded in operational realities rather than imposed top-down.

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)?

Polycab is deeply committed to the welfare of its employees (A), Polycab on-roll workers (B), and their families, including support during times of personal loss. To provide financial security in such situations, the Company offers group life insurance coverage to all employees and Group Personal Accident Insurance Policy to all employees as well as workers, ensuring that in the unfortunate event of their passing, their families receive the necessary financial support.

In addition, Polycab has implemented a structured Policy on Support to the Family of a Deceased Employee (Demise Policy), which covers all employees including probationers. Under this policy, in the event of an employee's demise while in service, the Company provides the family with financial assistance equivalent to two years of the employee's current Cost to Company (CTC). While this amount is inclusive of any sum received through the group life insurance policy, the Company ensures that if an employee is not covered under the insurance policy or the claim is declined for any reason, the entire amount due under the policy is borne by the Company itself ensuring no family is left without support. The policy further extends to the educational well-being of the deceased employee's children by covering the cost of their school and college education in India up to the graduation level (equivalent to the 10+2+3 education system).

Employees are made aware of these policy provisions, and necessary assistance is extended proactively to ensure timely support. Beyond these formal benefits, the Company may also provide additional support based on the specific needs of the bereaved family, reflecting a compassionate and people-centric approach. Through these initiatives, Polycab reinforces its commitment to employee well-being and demonstrates a strong sense of responsibility towards its workforce and their families.

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 ensures adherence to statutory requirements across its value chain through a combination of policy frameworks, due diligence processes, and ongoing monitoring mechanisms. Ethical conduct and compliance form a core part of its governance framework, with clear expectations outlined in the Supplier Code of Conduct. The Company prioritises engagement with suppliers that demonstrate strong governance practices and a commitment to ESG principles, including compliance with statutory obligations and timely payment of dues.

Several control measures have been instituted to strengthen compliance:

- I. **Monitoring of PF and ESIC Contributions:** The Human Resources team oversees PF and ESIC compliance for contract labour engaged by supply chain partners at Company premises. Labour contractors are required to submit service charge release letters along with compliance certificates and supporting documents. These are reviewed by the HR team before being forwarded to the Finance team for further processing.
- II. **Vendor Onboarding and Declarations:** During onboarding, suppliers are required to confirm adherence to statutory requirements, including timely deduction and deposit of dues. Continuous engagement reinforces the importance of compliance.
- III. **GST Verification:** The Finance team conducts periodic verification of GST payments through the GST portal. Instances of non-compliance are identified and escalated to the relevant procurement teams for corrective action.
- IV. **Contractual Safeguards:** Contracts with vendors include provisions that allow for termination in cases of non-compliance with statutory, human rights, or other ESG requirements.
- V. Confirmation Compliance with Supplier Code of Conduct

These measures collectively enable the Company to monitor, enforce, and strengthen statutory compliance across its value chain.

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

There were no cases of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities, needing rehabilitation or placement in suitable employment.

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

Yes, Polycab provides transition assistance programs to support employees as they approach retirement or transition out of the organization. The Company is deeply committed to ensuring that its people are supported not only during their active years of service but also as they move into the next phase of their professional or personal lives. In addition, Polycab conducts thoughtfully designed sessions for retiring

employees to facilitate this transition. These sessions offer a platform for individuals to reflect on their careers, share valuable experiences, and receive guidance on financial planning, helping them prepare for retirement with confidence and clarity. The retiring personnel are encouraged to provide training sessions to the new entrants and team members. In recognition of the knowledge and dedication that long-serving employees bring, Polycab also offers opportunities for continued engagement through advisory or full-time consultancy roles. In such cases, while the employment status may shift from regular staff to fixed-term contracts, these individuals continue to enjoy benefits similar to full-time employees. Fixed term contracts are evaluated and offered to retiring employees based on predetermined criteria and HR policies. This not only allows the company to retain valuable institutional knowledge but also ensures that retiring employees remain connected and involved in a meaningful way.

5. Details on assessment of value chain partners:

In FY2025–26, Polycab initiated a structured ESG assessment process for suppliers, covering multiple environmental, social, and governance parameters. We have identified our strategic suppliers and ensured 100% ESG compliance across this strategic supplier segment, reflecting strong integration of sustainability principles into our value chain and reinforcing our commitment to responsible sourcing. We have also developed Supplier ESG assessment Questionnaire, with 20+ focus area comprising of 90+ questions, which evaluates suppliers across four dimensions: General, Environment (policy, EMS, energy, GHG, water, waste, pollution, land use & biodiversity); Social (DEI, human rights, H&S, employee wellbeing & development, sustainable procurement, community development); and Governance (anti-corruption, ESG oversight, disclosures, policy, board composition, risk management, data privacy, and grievance redressal). The assessment enables consistent supplier evaluation, early risk identification, and targeted engagement on improvement.

In parallel, Polycab has undertaken awareness and engagement initiatives with suppliers, customers, dealers, distributors, and other business partners to strengthen understanding of sustainability-related responsibilities, including environment, health, safety, and human rights considerations. The Company is also progressing towards a more formalised sustainability assessment framework and data-sharing mechanism for value chain partners, which will support enhanced monitoring, evaluation, and disclosure practices as the programme matures over time.

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.

No significant impact / risks have been observed.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

Polycab employs a systematic and inclusive approach to identify and engage with its key stakeholder groups, recognizing that stakeholder trust and collaboration are essential for sustainable growth. The process begins with mapping individuals and entities that significantly influence or are influenced by Polycab's operations. This includes internal stakeholders like employees and management, as well as external parties such as customers, suppliers, investors, regulatory bodies, and community members. The identification process is guided by the principles outlined in our Governance Policy, emphasizing ethical conduct, transparency, accountability, and responsiveness.

Polycab maintains ongoing dialogues with stakeholders through various channels:

- **Surveys and Feedback Forms:** Regularly distributed to capture stakeholder perceptions and expectations.
- **Consultations and Interviews:** Conducted with key stakeholder groups to delve deeper into specific concerns and suggestions.
- **Stakeholder Forums and Meetings:** Organized to facilitate direct communication and collaborative problem-solving.
- **Third-party consultants** are appointed to evaluate the stakeholders identified and formulate mechanism to build sustainable relationships with them.

These mechanisms ensure that stakeholder insights are integrated into decision-making processes, aligning business strategies with stakeholder interests. Insights gathered from stakeholder engagements are systematically analysed and incorporated into Polycab’s strategic planning. This ensures that the Company’s objectives and initiatives are aligned with stakeholder expectations, fostering mutual value creation. Our commitment to stakeholder-centric governance is further reinforced by our adherence to international frameworks such as the Global Reporting Initiative (GRI) Standards and the United Nations Sustainable Development Goals. Polycab recognizes that stakeholder dynamics are ever evolving. Therefore, we review and refine our stakeholder identification and engagement processes, when required, to remain responsive to changing needs and to uphold our commitment to sustainable and inclusive growth.

The process is further strengthened through structured engagement mechanisms, including stakeholder surveys, focused group discussions (FGDs), consultations, and management interactions, which are also integral to the Company’s Double Materiality Assessment process. These engagements help assess stakeholder expectations, evaluate the severity and likelihood of impacts, and identify emerging risks and opportunities relevant to the business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half Yearly/ Quarterly / Others – Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees (on-roll and contractual workforce)	No	<ul style="list-style-type: none"> • Surveys and Feedback • Employees connect initiative • Goal setting • Performance appraisal • Continuous feedback process • Townhall meetings • Emails • Webcasts • Intranet portals • Newsletters • Third party speakers / experts/ professionals • Circulars • In house & outbound Training 	Ongoing, Quarterly, Annual	Polycab strives to enable its human capital to maximize its true potential as they are the backbone of our organization; driving innovation, productivity and ultimately, our success. Key areas of interest: <ul style="list-style-type: none"> • Rewards and recognition • Wellness & Safety • Career Development • Diversity and equal opportunity • Various Trainings and Skill Upgradation • Double Materiality Assessment • Performance management • Employee relationships • Policy and Process Changes • Employee Benefits • Leave announcements. • Long Service Awards • Organizational culture/ workplace, and grievances redressal • Company’s growth plans & performance • Annual Budget / Operating Plan • Business Reviews • Celebrations and Annual Family Day CSR activities
Shareholders/ investors and Analysts	No	<ul style="list-style-type: none"> • Investor Presentations • Investor Relations Webpage • Annual General Meeting (AGM) • Quarterly condensed financial Statements & Integrated Annual report • Broker Conferences • Press Releases • Media briefings conducted quarterly/ annually and on need basis • Email Communications 	Ongoing, Quarterly, Annual	Polycab prioritizes consistent value creation for its shareholders. Key areas of interest: <ul style="list-style-type: none"> • Financial performance and dividends, • Business updates • Corporate Governance and Ethical practices • ESG Disclosures • Long-term viability and sustainable growth • Timely disclosures and regulatory compliance • Queries and feedback from investors to understand their requirements.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half Yearly/ Quarterly / Others - Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Channel partners, distributors, retailers and influencers	No	<ul style="list-style-type: none"> • Surveys and feedback sessions • Conferences • Digital platforms • Meetings • Relationship building activities. • Expert advisors • Dealer meets 	Ongoing, Periodic	<p>Channel partners play a pivotal role in expanding our market reach, amplifying our brand presence, and driving sales growth through their extensive networks and influence within target markets. Key areas of interest:</p> <ul style="list-style-type: none"> • Providing information regarding products and services • Rewards, Recognition & Incentive schemes • Technical knowledge exchange and other collaborations • After sales services & grievance redressal • Sharing long-term growth prospects • Fair and transparent terms and conditions • Health & wellness, • Investment & Financial
End consumers	No	<ul style="list-style-type: none"> • In-house and third-party Market research surveys and meetings • Engagement through Website, social media and in-store promotions • Brand campaigns conducted regularly, during festive seasons and sales promotions. • Customer feedback & Customer satisfaction surveys • Customer service helpline • Other marketing activities 	Continuous	<p>The end consumer is the ultimate recipient of our products, making their satisfaction and loyalty paramount. Understanding their preferences, needs, and feedback is crucial for delivering value, driving repeat purchases, and building long-term brand advocacy. Key areas of interest:</p> <ul style="list-style-type: none"> • Affordability, accessibility, quality, reliability, and safety • Information on innovative and sustainable/ environment friendly products • Enhancing products health & Safety quotient • Efficient complaints & grievances mechanism • New product launches
Government agencies, regulatory bodies and local authorities	No	<ul style="list-style-type: none"> • Disclosures and filings for compliance reporting • Meetings with authorities s for permissions/approvals • Regulatory audits/ inspections • Industry association meetings 	Periodic / Need-based	<p>Government and regulatory bodies are vital for ensuring compliance with laws and regulations, fostering transparency, and running business operations smoothly. Key areas of interest:</p> <ul style="list-style-type: none"> • Compliance & Disclosures • Tax payments. • Policy advocacy • Collaboration on national agendas, • Adopting sustainable business practices
Communities and environment	Yes	<ul style="list-style-type: none"> • CSR and ESG initiatives • Meetings & Field visits • Group discussions. • Training & skill building sessions. • Complaint and grievance redressal mechanism • Promulgation of government schemes and Human Rights 	Continuous	<p>As a responsible corporate citizen, engaging with the community is essential for addressing social concerns and contributing to positive societal & environmental impact. Key areas of interest:</p> <ul style="list-style-type: none"> • CSR project planning and development according to the need of the community • Empower vulnerable/marginalized groups through CSR activities. • Socio-economic development including better education, skill development, health and sanitation, rural development-agriculture, animal husbandry and community • Environmental protection & conservation initiatives • Monitoring and evaluation • Grievance redressal (if any)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half Yearly/ Quarterly / Others - Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors (including MSMEs)	No	<ul style="list-style-type: none"> Supplier engagement and capacity-building sessions Supplier Code of Conduct and ESG requirements Interactive sessions and training programs Capacity-building workshops 	Continuous	Vendors are key partners in ensuring product quality, supply chain reliability, and operational efficiency. Key areas of interest: <ul style="list-style-type: none"> Due diligence during on-boarding Periodic assessments of services and costs Understand new market trends Long term business relations and growth ESG consideration (Sustainability, safety checks, human rights, compliances, ethical behavior) Understand new market trends Education on platforms available for bill discounting Business development mechanism

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

Polycab firmly believes that meaningful and ongoing stakeholder engagement is a cornerstone of resilient and responsible business leadership. Our engagement strategy goes beyond communication; it is a structured, two-way process that informs governance, shapes strategy, and drives long-term value creation across environmental, social, and economic dimensions.

We engage regularly with all key stakeholder groups: employees, customers, dealers, distributors, suppliers, investors, communities, regulatory bodies, vendors (including MSMEs) to understand evolving expectations, assess impacts, and build mutual trust. This engagement is carried out through a combination of formal mechanisms (e.g., surveys, reviews, assessments, feedback, audits, consultations) and informal dialogue (e.g. dealer meets, supplier interactions, customer discussions, product reviews, expos, over the counter sessions), ensuring we remain responsive and adaptive to stakeholder needs.

We also engage with stakeholders through regular group discussions and consultations with direct beneficiaries under its CSR projects to better understand community needs, assess programme effectiveness, and incorporate feedback into project implementation. The Company also collaborates with industry bodies, government agencies, local authorities, and implementation partners on initiatives related to conservation of natural resources and sustainable development. These interactions help strengthen stakeholder relationships, encourage knowledge sharing, and ensure that community interventions remain aligned with local priorities and long-term sustainability objectives.

At the governance level, our Board of Directors provides oversight through dedicated structures, particularly the Audit Committee, the CSR and ESG Committee and the Risk Management Committee. These committees play a pivotal role in:

- Evaluating the Whistle complaints
- Evaluating ESG and climate-related risks and opportunities
- Overseeing sustainability strategy alignment with business objectives
- Monitoring performance of statutory CSR programs and ESG initiatives

In line with the best global practices, Polycab has strategically expanded the scope of its CSR Committee, reconstituting it as the CSR and ESG Committee to reflect the growing relevance of Environmental, Social, and Governance factors in corporate decision-making in the past year. The Committee now supports broader strategic goals such as resource efficiency, inclusive

development, sustainable innovation, and ethical supply chain governance, ensuring that ESG is embedded across the Company's business lifecycle. The Risk Management Committee, in parallel, is tasked with identifying emerging risks that may impact the Company's operations, including those related to climate change, regulatory shifts, labour standards, and environmental compliance and developing mitigation strategies that align with our enterprise-wide risk framework.

To further strengthen ESG oversight, Polycab has also established a dedicated ESG Council that meets regularly to discuss key ESG-related matters. The Council serves as an internal advisory body, facilitating cross-functional collaboration and driving ESG integration across operations.

Engagement is not limited to the boardroom. Business and Functional Heads actively gather insights from frontline stakeholder interactions, bringing real-time feedback into strategic planning processes. This insight flows into Board familiarization programs, quarterly reviews, and long-range planning cycles helping inform decisions around innovation, expansion, and sustainability initiatives. We also maintain regular dialogue with communities, especially around our CSR focus areas. Inputs from local stakeholders directly shapes our annual social impact planning, ensuring that interventions are contextually relevant, participatory, and measurable.

These inputs are regularly presented to the Board through business review meetings, risk assessments, ESG updates, and strategic planning discussions, ensuring that stakeholder perspectives are embedded in decision-making. This structured approach enables Polycab to remain responsive to stakeholder expectations while strengthening governance oversight and long-term value creation.

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Polycab maintains ongoing dialogue with stakeholders to understand what matters most to them and the business. This includes structured engagements like surveys, ESG training sessions, and feedback forums as well as informal interactions with employees, suppliers, and customers. These conversations shape our materiality assessments and help ensure our policies and programs stay relevant.

Our sustainability framework is designed to create long-term stakeholder value, and stakeholder input central to identifying material topics and evolving our sustainability strategy. These material topics are reviewed and updated through structured consultation, which are elaborated in detail on pages 62 and 63. We conduct regular awareness and training sessions on environmental and social topics, for internal teams and external partners. These sessions not only build knowledge but also serve as a two-way forum for sharing and implementing feedback. For instance, supplier input during onboarding led to refinements in our ESG assessment criteria.

Our major customers are also increasingly invested in our sustainability progress. Many of them share detailed ESG questionnaires that help us understand their evolving expectations. Responding to these has helped us sharpen our disclosures and align better with global benchmarks. We also track broader global standards and frameworks which provide valuable insights into international expectations, enabling us to recalibrate internal practices where needed. They have played a role in guiding improvements in areas like energy efficiency, emissions tracking, and responsible sourcing.

Stakeholder input has directly influenced updates to several of our key policies, including those related to human rights, responsible supply chain, and waste management. This responsive approach ensures our ESG roadmap reflects both on-the-ground realities and emerging global standards.

Based on our value: winning together we place emphasis on stakeholder inputs. We gather input on Board composition, diversity and refreshment, leadership structure, long-term strategy, corporate purpose and sustainability issues, good governance practices and ethical corporate culture, human capital management, compensation discussion and analysis and shareholder and stakeholder engagement. The inputs are analyzed and actions taken / implemented to the extent reasonable in best interest of all key stakeholders.

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

Polycab’s CSR philosophy is grounded in the belief that true progress is inclusive and community driven. By engaging directly with underserved populations, the Company designs interventions that are responsive to local needs and contribute meaningfully to sustainable development. The company delves across focus areas such as Healthcare, Education, Skill Development, Environment, and Livelihood Enhancement, Polycab implements targeted programs that align with both national priorities and the UN SDGs. These engagements are carried out through regular community interactions, need assessments, field visits, and collaboration with implementing partners, enabling the Company to understand ground-level concerns and priorities.

Based on stakeholder inputs, Polycab has implemented targeted interventions across areas such as healthcare, education, skill development, livelihood enhancement, and environmental sustainability. These initiatives aim to improve access to essential services, strengthen income opportunities, and enhance overall quality of life for underserved communities. We also incorporate feedback through monitoring and social impact assessments to continuously refine its programmes and ensure their effectiveness.

For further information, please refer to Principle 8.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy (ies) of the Company:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)*	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	3,885	3,885	100%	4,037	3,956	98%
Other than permanent	689	689	100%	2,081	2,081	100%
Total	4,574	4,574	100%	6,118	6,037	100%
Workers						
Permanent	1,775	1,775	100%	1,884	1,884	100%
Other than permanent	11,867	11,867	100%	17,126	17,126	100%
Total	13,642	13,642	100%	19,010	19,010	100%

*The total count includes all employees and workers associated with Polycab throughout the year.

All workforce categories including employees, permanent and non-permanent workers complete the Human Rights Policy sign-off during induction and on-floor orientation, ensuring 100% coverage. The policy training is extended to all employees and workers, reinforcing our commitment to human rights across the organization.

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	3,659	0	0%	3,659	100%	3,226	56	2%	3,170	98%
Female	226	0	0%	226	100%	200	7	4%	193	96%
Other than permanent										
Male	656	24	3.66%	632	96.34%	723	283	39%	440	61%
Female	33	8	24.24%	25	75.76%	28	19	68%	9	32%
Workers										
Permanent										
Male	1,774	0	0%	1,774	100%	1,831	0	0%	1,831	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Other than permanent										
Male	11,528	3,816	33.10%	7,712	66.90%	10,663	4,507	42%	6,156	58%
Female	339	127	37.46%	212	62.54%	212	179	84%	33	16%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Employee Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors [^]	7	1,16,69,742*	2	58,75,000*
Key Managerial Personnel	1	5,25,00,000	1	79,47,221
Employees other than BoD and KMP **	3,654	9,76,852	225	8,37,764
Workers **	1,774	3,46,270	1	2,38,645

[^]Excludes remuneration of two board members who were on the board for the part of the year.

* Independent directors are paid by way of sitting fees and commission.

** Only permanent employees & worker's values has been considered.

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

	FY 2025-26	FY 2024-25
Gross Wages paid to Females as % of Total Wages	4.69%	4.91%

An independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

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

Yes. Polycab has established defined governance mechanisms and focal points for addressing human rights impacts or concerns arising from its business activities. At the policy level, the Company’s Human Rights Policy provides a formal grievance redressal mechanism under which stakeholders have secure and 24x7 access to raise grievances or report breaches through the Whistle Blower Policy and the Policy on Prevention and Redressal of Sexual Harassment at Workplace. The Whistle Officer, Whistle Committee, and Internal Committee are responsible for dealing with grievances related to breaches of these policies. The Whistle Committee comprises the Chief Human Resources Officer, Chief People Officer, Chairman & Managing Director and Company Secretary, bringing together senior leadership across people, governance and executive functions to ensure that concerns are reviewed with the appropriate authority, objectivity and accountability.

This mechanism is supported by a broader governance framework through the Human Rights Policy and the Code of Conduct. The Human Rights Policy applies not only to employees, directors and officers, but also extends expectations to subsidiaries, joint venture partners, associate companies, vendors, suppliers, contractors, consultants and other third parties across locations. It covers key human rights areas such as prevention of sexual harassment, misuse of managerial authority, child labour, forced labour, modern slavery, equal opportunity, anti-bullying, workplace safety, human dignity and stakeholder engagement. It also provides for review and due diligence procedures for third-party service providers and suppliers to help identify and manage human rights impacts, risks and opportunities.

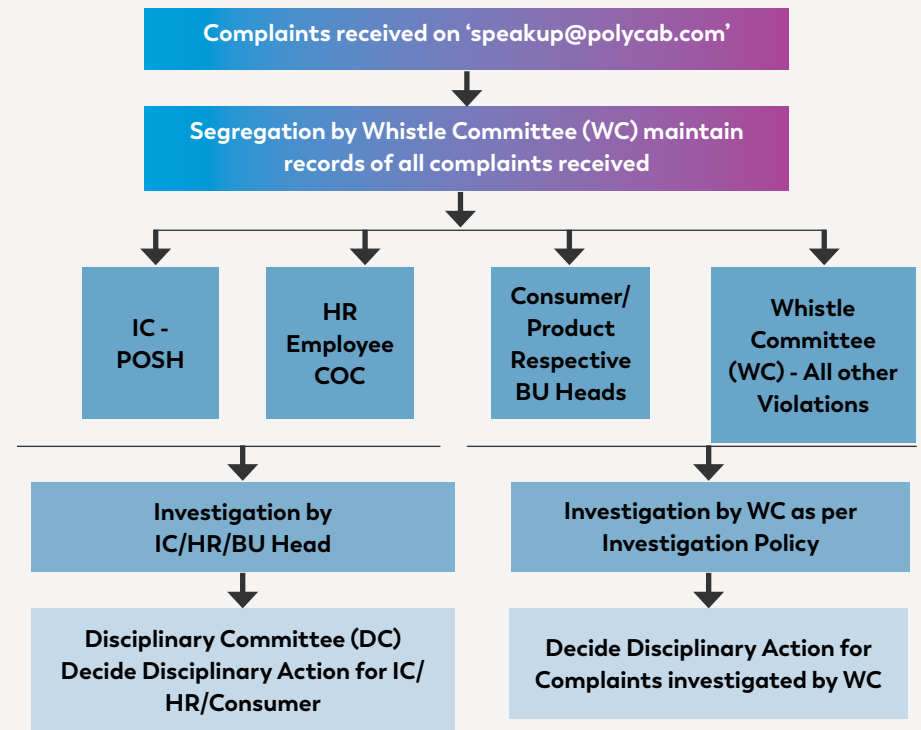
In addition, the Code of Conduct provides a structured Speak Up framework through which concerns can be escalated through the reporting manager, skip level manager, Business Unit or Function Head, Business HR partner, and, where relevant, the Whistle Officer. The Code also confirms that the Company has constituted an Internal Committee under the POSH law and follows a zero-tolerance approach to harassment and retaliation.

Through these mechanisms, Polycab seeks to ensure that human rights-related concerns are addressed confidentially, fairly and with accountability.

The Company also undertakes periodic training and awareness initiatives on human rights, dignity, inclusion, workplace conduct and related policies to strengthen prevention and awareness across the organisation.

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

Polycab redresses human rights-related grievances through a defined Speak Up and grievance redressal process rather than relying on an informal escalation approach. Stakeholders can raise concerns through the Whistle Blower mechanism, including the dedicated email channel speakup@polycab.com, and the Human Rights Policy also provides secure and 24x7 access to report breaches through the Whistle Blower Policy and the POSH redressal mechanism.



Once a complaint is received, it is categorized by the Whistle Committee within 7 days, and the nature and severity of the matter is assessed for further action within 15 days. Depending on the issue, the matter is routed through the relevant mechanism, including the Internal Committee for sexual harassment-related complaints. For other matters, investigation is carried out under the whistle blowing SOP and is to be completed within 90 days.

The investigation process is designed to be confidential, fair, and structured. The governance policy states that investigations are guided by principles of natural justice, including reasonable notice, the right to present and know evidence, and the right to be heard. Investigation findings are submitted to the relevant committee, and disciplinary action is taken in line with the Disciplinary Action Policy based on the severity of misconduct.

These mechanisms are supported by clear safeguards on non-retaliation and awareness. The governance policy states that allegations are treated confidentially and that the Company does not tolerate retaliation against anyone raising concerns in good faith. The Code of Conduct also requires employees to raise concerns using the Speak Up framework and reinforces that misconduct is subject to investigation and disciplinary action. Annual awareness and compliance sign-off on the Whistle Blower Policy further support the effectiveness of the mechanism.

Through this framework, Polycab is able to address a range of human rights-related grievances, including harassment, discrimination, misuse of managerial authority, dignity at work, child labour, forced labour, and other breaches of its Human Rights Policy and Code of Conduct.

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

No complaints were received concerning anti-harassment, workplace discrimination, child labour, forced or involuntary labour, wage-related concerns, or other human rights violations in the FY2025-26. However, the complaints related to misconduct, insubordination, and violations of the Company’s code of conduct were duly addressed in accordance with established procedures. During FY2024-25, one complaint related to sexual harassment was reported which was duly resolved in FY 2025-26 in line with the Company’s established redressal.

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of Female Employees/ Workers	0	0.22%
Complaints on POSH Upheld	0	1

No complaints were reported under the POSH Act during FY 2025-26. However, during FY 2024-25, one complaint related to sexual harassment was reported which was duly resolved in FY 2025-26 in line with the Company’s established redressal.

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

Anchored in the principles of **Zero Retaliation** and **Zero Tolerance**, Polycab has put in place multiple safeguards to prevent adverse consequences to complainants in discrimination and harassment cases. The policy expressly allows even anonymous complaints to be evaluated for investigation. Complaints are handled with strict confidentiality, and access to reports and records is restricted to the relevant oversight authorities.

The Company’s policies expressly prohibit retaliation, victimisation, harassment, reprisal, discrimination, or vengeance against anyone who raises a concern in good faith. People can choose to remain anonymous, and the policy provides full protection against any form of retaliation. Whether it is the fear of losing a job, being denied a promotion, or facing unfair treatment, the policy ensures that no one who brings forward a genuine concern will face negative consequences. Complaints can be submitted directly to the Chairman of the Audit Committee, and each case is handled with care, fairness, and complete confidentiality. The Company harnesses a **‘Zero fear of retaliation’** Policy to encourage the reporting of incidences without fear of adverse action against the discloser for engaging in protected activity.

Alongside this, the Company’s Prevention of Sexual Harassment Policy reflects its **“Zero-tolerance”** approach to workplace harassment. Polycab has set up an Internal Committee to investigate such matters, made up of a woman presiding officer, two internal members with experience in legal or social work, and one external member from a relevant professional background. This committee is responsible for conducting impartial inquiries, recommending suitable actions, and ensuring that those who come forward are not subjected to any form of discrimination. All parties involved are advised not to communicate during the investigation to maintain objectivity, and the entire process is kept confidential to protect the dignity of everyone involved. The investigation mechanism requires immediate steps to protect parties involved, maintain confidentiality, and conduct a fair and unbiased inquiry. Retaliation against someone for reporting a concern or participating in an investigation is itself treated as major misconduct and can lead to disciplinary action, including termination.

These safeguards are further reinforced through the Code of Conduct, which requires employees to raise concerns through the Speak Up framework and places responsibility on managers to ensure that team members do not face retaliation for speaking up or cooperating in an investigation.

Together, these policies show Polycab’s deep-rooted belief in putting its people first. The focus remains on building a workplace culture where fairness, trust, and safety are at the heart of every interaction.

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

Yes. Human rights requirements form part of Polycab’s supplier and third-party engagement framework. The Company’s Human Rights Policy states that the policy is applicable and binding across the organisation and requires vendors, consultants, suppliers, contractors, distributors, brokers and other third parties engaged with the Company or its affiliates to be aware of and abide by these policies across locations., vendor onboarding process,

This is further operationalised through Polycab’s Supplier Code of Conduct, which applies to suppliers, service providers, vendors, traders, agents, consultants, contractors, dealers, distributors, business associates and joint venture partners, including their employees and representatives. The Code expressly sets out human rights-related expectations covering fair compensation, safe and healthy working conditions, anti-harassment, anti-discrimination, equal opportunity, and prohibition of child labour, forced labour and human trafficking. It also requires suppliers to comply with applicable laws and internationally recognised ESG standards.

Polycab has also built compliance obligations and enforcement into this framework. The Supplier Code requires suppliers to provide a yearly compliance certificate, allows the Company to seek written confirmation of compliance, and gives Polycab the right to undertake audits, risk assessment and due diligence on suppliers. Any breach of the Supplier Code is treated as a material breach of contract and may result in disciplinary action, including termination of contract. Suppliers may also raise concerns under the Company’s Whistle Blower Policy.

Polycab expects every supplier to follow the principles outlined in the Code, which are aligned with both legal requirements and international standards. These include key environmental, social, and governance areas such as fair working conditions, anti-harassment policies, and ethical labour practices. The Company places a strong emphasis on ESG performance when evaluating suppliers and actively promotes awareness and understanding of the Code. To support this, Polycab has launched supplier awareness programs and requires formal acknowledgment of the SCoC to ensure clear and consistent compliance.

Through these efforts, Polycab reinforces its commitment to building a responsible and sustainable value chain, where ethics and accountability guide every partnership.

10. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%

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

During the reporting year, we did not receive any complaints relating to child labour, forced labour, involuntary labour, or discriminatory employment practices, and no such matters remained pending at year end. Accordingly, our focus has been on preventive and corrective strengthening of controls through policy implementation, awareness, monitoring, and periodic review. We continue to address potential human rights risks through our Human Rights Policy, Code of Conduct, internal audits, periodic assessments, and broader governance and compliance processes, which support early identification and mitigation of concerns.

A key preventive and corrective action underway are continuous sensitisation and capability building across employee categories. Common trainings on POSH, human rights, and iPOWER values trainings were conducted across the organisation to reinforce dignity, inclusion, respectful workplace conduct, and awareness of human rights risks. In addition, employee-focused programmes also covered diversity and inclusion and unconscious bias, while Board and leadership-level sessions were designed to strengthen oversight and accountability on these issues. These initiatives are aimed at preventing inappropriate conduct, improving early recognition and escalation of concerns, and strengthening a workplace culture that upholds fairness, respect, and human rights across operations.

Leadership Indicators

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

No specific human rights grievances or complaints were reported during the year. The Company continues to adopt a proactive and preventive approach to strengthening its human rights framework across operations and the value chain.

Human rights considerations are integrated into key business processes, including employee training, supplier onboarding, and governance mechanisms. Mandatory training programmes on the Code of Conduct, diversity, and inclusion are conducted to build awareness and foster a culture of respect and ethical behaviour. A robust whistleblower mechanism is available to all stakeholders, providing a secure and confidential channel to report concerns, supported by a strict zero-retaliation commitment and with a single door mechanism through speakup@polycab.com.

Human rights requirements are also embedded within the Supplier Code of Conduct, which sets clear expectations for ethical practices and compliance across the value chain. The vendor onboarding and evaluation process incorporates ESG parameters, including human rights performance, and prioritises engagement with suppliers demonstrating transparency and strong sustainability practices.

The Company maintains a zero-tolerance approach to non-compliance, with defined actions such as issuance of show-cause notices or termination of relationships in case of violations. These measures are aligned with the Company's Human Rights Policy, which is based on internationally recognised frameworks such as the United Nations Universal Declaration of Human Rights and the International Labour Organization's core principles.

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

Polycab places strong emphasis on fostering a workplace that is safe, equitable, and respectful for all employees. All of the Company's facilities are certified under ISO 45001:2018, reflecting its commitment to maintaining robust systems for occupational health and safety, fair working conditions, and the protection of fundamental human rights. In addition, MMJC has undertaken a review of the Company's policies, procedures, and their implementation, confirming that the existing frameworks are appropriate and operating effectively.

The Company's global customer base also reinforces these standards through periodic facility audits. These assessments require adherence not only to applicable local laws but also to internationally recognized principles relating to human rights and responsible business conduct. To meet these expectations, Polycab maintains strong safeguards addressing areas such as non-discrimination, prohibition of child and forced labour, prevention of workplace and sexual harassment, compliance with working hour norms, and payment of fair wages.

Through these practices and ongoing commitments, Polycab continues to cultivate a work environment built on accountability, inclusivity, and respect for the dignity of every individual.

During FY 2025-26, Polycab's Human Rights Policy was taken up as part of a formal policy assessment exercise to strengthen the Company's governance framework and

review the effectiveness of policy implementation. The assessment was carried out by independent consultancy- MMJC Consultancy LLP and included a review of policy documentation, interviews with relevant employees and management, and on-site observations with test checks of implementation in practice. The Human Rights Policy was one of the policies specifically covered under this assessment, reflecting Polycab's focus on periodically reviewing whether its human rights commitments remain relevant, implemented and aligned with business practices.

As part of the wider policy assessment, Polycab also reviewed a broader set of governance and people-related policies, including the Code of Conduct, Policy on Equal Opportunity, POSH Policy, Whistle Blower Policy, Investigation Policy, Disciplinary Action Policy, Code of Conduct for Suppliers, Anti-Bribery Policy, Conflict of Interest Policy, Data Protection and Privacy Policy, CSR Policy, Quality Policy and OHSE Policy. The scope of the assignment also covered review of the steps taken to implement these policies, including training and awareness, grievance redressal mechanisms, and the tools and systems used to support implementation. In addition, a detailed review of SOPs and their implementation effectiveness was scoped to assess processes, communication channels, training, escalation protocols, monitoring mechanisms and case-level practices, helping strengthen policy implementation across functions and locations.

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?

In line with our commitment to inclusivity and accessibility, Polycab has taken meaningful steps to create a barrier-free environment for all. Our head office is equipped with ramps at entry points and in lobbies to support individuals using wheelchairs, and our washrooms are fully accessible to ensure comfort and convenience for differently abled individuals. While we continue to enhance accessibility across our other locations, we are actively working to upgrade infrastructure in workspaces, restrooms, common areas, and circulation zones to better accommodate the needs of differently abled employees and visitors. In case of a new office location, we ensure that it is fully equipped with inclusive infrastructure to support people with disabilities, underscoring our dedication to building a truly diverse and welcoming workplace.

4. Details on assessment of value chain partners:

In FY2025-26, Polycab initiated a structured ESG assessment process for suppliers, covering multiple environmental, social, and governance parameters. We have identified our strategic suppliers and ensured 100% ESG compliance across this strategic supplier segment, reflecting strong integration of sustainability principles into our value chain and reinforcing our commitment to responsible sourcing. We have also developed Supplier ESG assessment Questionnaire, with 20+ focus area comprising of 90+ questions, which

evaluates suppliers across four dimensions: General, Environment (policy, EMS, energy, GHG, water, waste, pollution, land use & biodiversity); Social (DEI, human rights, H&S, employee wellbeing & development, sustainable procurement, community development); and Governance (anti-corruption, ESG oversight, disclosures, policy, board composition, risk management, data privacy, and grievance redressal). The assessment enables consistent supplier evaluation, early risk identification, and targeted engagement on improvement.

In parallel, Polycab has undertaken awareness and engagement initiatives with suppliers, customers, dealers, distributors, and other business partners to strengthen

understanding of sustainability-related responsibilities, including environment, health, safety, and human rights considerations. The Company is also progressing towards a more formalised sustainability assessment framework and data-sharing mechanism for value chain partners, which will support enhanced monitoring, evaluation, and disclosure practices as the programme matures over time.

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

No significant impact/ risks have been observed.

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources (GJ)		
Total electricity consumption (A)	1,93,461	1,57,554
Energy fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1,93,461	1,57,554
From non-renewable sources (GJ)		
Total electricity consumption (D)	8,60,407	7,68,124
Total fuel consumption (E)	5,54,784	5,05,084
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (GJ)	14,15,191	12,73,208
Total energy consumed (A+B+C+D+E+F) (GJ)	16,08,652	14,30,762
Energy intensity per rupee of turnover (GJ/ INR Crore) (Total energy consumed/ Revenue from operations)	57.07	65.29
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/ INR Crore PPP)# (Total energy consumed / Revenue from operations adjusted for PPP)	1,160.9	1,349
Energy intensity in terms of physical output (GJ / Tonnage of Output)*	2.9	3.03

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for FY2025-26 by International Monetary Fund for India which is 20.34. For FY2024-25, value of 20.66 is used as factor.

**Given the diversity of the products manufactured by the Company, there is no single unit of measurement to calculate energy intensity in terms of physical output. However, since our primary business is in wires and cables, we have computed energy intensity based on the tonnage of wires and cables sold.*

For more details on our energy consumption (including renewable energy) and efficiency measures, please refer to Energy & Emissions Management section in Sustainability Report.

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

Yes, an independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

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

Not applicable, as Polycab does not fall under PAT scheme of Government of India.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	3,70,080	2,52,829
(iii) Third party water	33,089	13,995
(iv) Seawater / desalinated water	0	0
(v) Others	16,884	29,344
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	420,053	2,96,168
Total volume of water consumption (in kiloliters)	407,443	2,80,808
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/INR Crore)	14.45	12.81
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) # (Total water consumption / Revenue from operations adjusted for PPP) (KL/INR Crore PPP)	294	265
Water intensity in terms of physical output (in kL / Tonnage of Output)*	0.73	0.60

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for FY2025-26 by International Monetary Fund for India which is 20.34. For FY2024-25, value of 20.66 is used as factor.

*Given the diversity of the products manufactured by the Company, there is no single unit of measurement to calculate water intensity in terms of physical output. However, since our primary business is in wires and cables, we have computed water intensity based on the tonnage of wires and cables sold.

For more details on our water optimization and measurement practices, please refer to Water Stewardship section in Sustainability Report.

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

Yes, an independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

4. Provide the following details related to water discharge:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(1) To Surface Water		
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(2) To Groundwater		
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(3) To Seawater		
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(4) Sent to third parties		
- No treatment	-	-
- With treatment – Primary Treatment	801	3,887
(5) Others^		
- No treatment *	11,809	11,473
- With treatment – please specify the level of treatment	-	-
Total water discharged (in kiloliters)	12,610	15,360

^ The water in the 'Others' category refers to water that is from offices & warehouses

* The water in this category refers to water that is discharged and sent to municipal entities or local authorities who treat the water at their facilities.

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

Yes, an independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

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

Yes, Polycab has established structured wastewater management practices and is progressively advancing towards a Zero Liquid Discharge (ZLD) approach across its operations. The Company has installed Effluent Recycling Plants and Sewage Treatment Plants (STPs) at its manufacturing facilities to ensure that wastewater generated from operations is effectively treated and responsibly managed.

Domestic wastewater from canteens, restrooms, and other utilities is treated through STPs and reused within plant premises for non-potable applications such as gardening and landscaping. Industrial effluents undergo appropriate in-house treatment and processes, following which treated water is reused within operations.

As part of our advanced treatment process, ETP reject streams are further processed through Reverse Osmosis (RO) systems to maximise water recovery. The recovered water is reused within operations, while the RO reject is safely collected and disposed of through authorised third-party vendors in compliance with regulatory requirements.

In addition, Polycab has deployed effluent recycling systems designed to recover and reuse a substantial portion of process wastewater, further reducing dependence on freshwater sources.

Through these integrated measures, Polycab ensures that untreated wastewater is not discharged into the environment while steadily strengthening a circular and sustainable approach to water management, aligned with regulatory requirements and industry best practices.

6. Please provide details of air emissions (other than GHG emissions) by the entity

Parameter*	Please specify unit	FY 2025-26	FY 2024-25*
NOx	Tonnes	23.42	23.4 PPM
SOx	Tonnes	30.65	27.0 PPM
Particulate matter (PM)	Tonnes	32.53	68.4 mg/m ³
Persistent organic pollutants (POP)	Tonnes	-	-
Volatile organic compounds (VOC)	Tonnes	-	-
Hazardous air pollutants (HAP)	Tonnes	-	-
Others – please specify	Tonnes	-	-

* Calculated considering highest emission values amongst all stacks

We undertake periodic third-party laboratory testing for all air emission parameters, including PM, NOx and SOx, across all locations to ensure continued compliance with applicable regulatory limits. The test results are duly submitted to the respective regulatory authorities as part of our compliance obligations.

An independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	31,710	29,061
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,69,691	1,55,118
Total Scope 1 & 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,01,401	1,84,179
Total Scope 1 and Scope 2 emission per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ e / INR Crore	7.14	8.40
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)#	Metric tonnes of CO ₂ e / INR Crore PPP	145.3	174
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	Metric tonnes of CO ₂ e / Tonnage of Output	0.36	0.39

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for FY2025-26 by International Monetary Fund for India which is 20.34. For FY2024-25, value of 20.66 is used as factor.

*Given the diversity of the products manufactured by the Company, there is no single unit of measurement to calculate greenhouse gas emission intensity in terms of physical output. However, since our primary business is in wires and cables, we have computed greenhouse gas emission intensity based on the tonnage of wires and cables sold.

For more details on our GHG emission reduction initiatives, please refer to Energy & Emissions Management section in Sustainability Report.

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

Yes, an independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

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

Polycab has undertaken a range of targeted initiatives to lower its greenhouse gas emissions, demonstrating a clear commitment to improving energy efficiency and reducing its environmental footprint. These efforts form part of the Company’s broader sustainability roadmap, which focuses on responsible growth while actively managing climate-related impacts.

During FY 2025–26, the Company strengthened its transition toward cleaner energy sources. Renewable power accounted for 53,739,097.85 kilowatt-hours, representing 18.35% of Polycab’s total electricity consumption, and resulted in an estimated reduction of 38,154.8 tonnes of CO₂ emissions.

- a) Installation of a 728 KW solar rooftop plant is currently in progress at both Nashik and Halol facilities. These plants are expected to go live in FY 2026–27, contributing significantly to renewable energy adoption and lowering dependency on grid electricity.
- b) At the Halol facility, four plants are already connected to 66 KV EHV Supply line. To further enhance power reliability and reduce transmission losses, one additional plant is being upgraded from 11 KV to 66 KV connections.

In addition to solar capacity, Polycab has expanded its renewable energy footprint through bilateral agreements for wind energy and wind-solar hybrid power, enabling diversification of its energy mix and improved access to sustainable electricity. The Company has also established owned renewable assets, including a windmill with a capacity of 8.1 MW and a solar plant of 9.535 MW, with the generated power being directly utilised in manufacturing operations. Collectively, these initiatives comprising on-site installations, owned assets, and bilateral arrangements have increased Polycab’s total renewable energy capacity to 32.755 MW, reinforcing its commitment to decarbonisation and sustainable operations.

Additionally, the Board of Directors approved a renewable energy purchase (solar + wind) for 18.35 MW. This is expected to meaningfully increase the share of renewable energy consumed across Polycab’s manufacturing and operational facilities, reducing Scope 2 GHG emissions and reliance on conventional grid power. Complementing the Company’s existing captive solar and wind assets, this reinforces Polycab’s decarbonisation actions and its commitment to building a resilient, low-carbon energy mix aligned with its broader sustainability and climate goals.

Looking ahead, Polycab aims to further deepen its climate strategy by expanding its focus beyond operational emissions. The Company is exploring initiatives to address Scope 3 emissions, including the adoption of green sourcing practices and closer engagement with suppliers to reduce emissions across the value chain. These efforts are aligned with global sustainability practices and support Polycab’s long-term transition towards a lower-carbon future.

For more details on our GHG emission reduction initiatives, please refer to Energy & Emissions Management section in Sustainability Report.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	5,873	4,654
E-waste (B)	406	377
Bio-medical waste (C) ^x	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	23	9
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	7,760	6,081
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	16,761	13,884
Total (A+B + C + D + E + F + G + H)	30,823	25,005
Waste intensity per rupee of turnover (tonnes/INR crore) (Total waste generated / Revenue from operations)	1.09	1.14
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonnes/INR crore PPP) (Total waste generated / Revenue from operations adjusted for PPP) [#]	22.2	24
Waste intensity in terms of physical output (in MT / Tonnage of Output)*	0.06	0.05
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	18,357	19,214
(ii) Re-used	0	0
(iii) Other recovery operations	994	6
Total	19,351	19,220
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	89	103
(ii) Landfilling	340	752
(iii) Other disposal operations	11,043	4,930
Total	11,472	5,785

^xThe value of Biomedical waste was 0.04 MT in FY 25-26 and 0.02 MT in FY 24-25

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for FY2025-26 by International Monetary Fund for India which is 20.34. For FY2024-25, value of 20.66 is used as factor.*

**Given the diversity of the products manufactured by the Company, there is no single unit of measurement to calculate waste intensity in terms of physical output. However, since our primary business is in wires and cables, we have computed waste intensity based on the tonnage of wires and cables sold.*

For more details on our waste reduction initiatives, please refer to Circular Economy and Waste management section in Sustainability Report.

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

Yes, an independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

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

Polycab adopts a structured waste management approach across its establishments, with defined procedures for segregation at source, collection, storage, transportation, recycling, reuse, co-processing, incineration, and disposal of both hazardous and non-hazardous waste streams. The Company's waste management procedure applies across all units where hazardous and non-hazardous waste is generated and is designed to ensure that waste is handled in a manner that minimises risk to people and the environment. In practice, waste is collected in storage areas, segregated by category, and routed only through approved channels for further treatment, recycling, reuse, or disposal. No waste leaves plant premises without being accounted for, and outgoing vehicles are checked at gate checkpoints with supporting invoices and related documentation.

For non-hazardous waste, Polycab follows category-wise handling practices. Metal scrap, wood scrap, plastic drums and other non-hazardous waste streams are stored in designated areas and channelised to recyclers, reclaimers, reuse partners, or other approved outlets, as applicable. Plastic waste is sent to authorised vendors for recycling, while other non-hazardous waste is also routed to authorised recyclers wherever possible and to screened customers for reuse to support circularity.

For hazardous waste, the Company has undertaken initiatives to identify waste categories being generated at manufacturing facilities. Based on this assessment, amendments were filed with the respective Pollution Control Boards to obtain approval for environmentally-sound disposal methods, in line with the Hazardous Waste Management Rules. To support Polycab's Zero Waste to Landfill target, waste streams that were earlier being sent to landfill were proposed to be redirected towards pre-processing and co-processing, wherever feasible. Hazardous waste is stored and then transported through authorised transporters and approved agencies or facilities. Appropriate manifest documentation is maintained in line with regulatory requirements, and hazardous waste movement is undertaken through state-wise manifest systems.

E-waste and battery waste generated by the Company are disposed by sale to authorised recyclers, and appropriate recycling certificates are obtained for the quantities sent. This is centrally reviewed on a monthly basis and data is consolidated accordingly.

Where waste is managed by third parties, Polycab screens and selects customers, recyclers, handlers, and disposal agencies based on their capabilities and permissions from the relevant Pollution Control Boards wherever applicable to receive, recycle, reuse, co-process, or dispose of the specific waste categories in the intended manner. This helps ensure we are compliant in channelizing waste as per the requisite process and requirements. The Company also maintains statutory records and files annual returns in line with applicable requirements for hazardous waste and other regulated waste streams.

The Company's green wires portfolio uses lead-free and non-carcinogenic materials and is compliant with RoHS and REACH requirements, which helps reduce toxicity-related risks in products. In addition, the Company has initiated Life Cycle Assessment for key products to identify lifecycle hotspots, including waste generation points, and to support eco-design and circularity considerations in product development.

As part of our unwavering commitment to circularity and waste minimisation, Polycab promotes resource efficiency through reuse, recovery, and closed-loop material management wherever feasible.



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:

Polycab's operations are not located in or around ecologically sensitive areas.

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

Name and brief details of the project	EIA Notification No.	Date	Whether conducted by an independent external agency (Yes / No)	Results communicated in the public domain (Yes / No)	Relevant weblink
Name: Polycab India Limited., Survey No. 377/2, Zari causeway Road, Village- Kachigam Nani Daman. Details: EIA of Proposed New Project for Aluminium Rods (15000 MT/Month) and Aluminium Conductors (8,100 MT/Month) Proposal Number: IA/DN/IND1/551214/2025 Project Category: B1	S.O. 1533(E) dated 14.09.2006 (EIA Notification, 2006 and subsequent amendments)	17 th September 2025 (Submission to Parivesh Portal)	Yes	Yes	Weblink

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

Polycab complies with all the aforementioned laws.

Leadership Indicators

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

For each facility/ plant located in areas of water stress, provide the following information: None of the location fall under water stressed area.

- (i) **Name of the area:** Not Applicable
- (ii) **Nature of operations:** Not Applicable
- (iii) **Water withdrawal, consumption and discharge:** Not Applicable

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

Parameter		FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	83,08,150	53,52,123
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ INR Crore	294.7	296.5

Note: 1) GHG emissions have been quantified across 9 of the 15 Scope 3 categories defined under the GHG Protocol (Categories 1, 2, 3, 4, 5, 6, 7, 9, and 15), an increase from 7 categories reported in FY 2024-25. Category 1 emissions, covering purchased goods, constitute the most significant share..

2) Emission factors have been sourced majorly from the Supply Chain Greenhouse Gas Emission Factors v1.3 (classified by NAICS-6 codes), DEFRA 2025, the US EPA 2025 dataset, IEA, IPCC, Ecoinvent, ADEME, among others.

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

Yes, an independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table

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

Not Applicable.

4. If the entity has undertaken any specific initiative 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 the outcome of such initiatives:

Sr No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Effluent Recycling Plants & Sewage Treatment Plants	<p>Polycab has completed the installation of an effluent recycling plant designed to enhance the treatment and reuse of industrial wastewater, thereby strengthening our environmental stewardship. The facility is engineered to recover approximately 70% of wastewater processed, enabling its reuse within operations and contributing to improved resource efficiency.</p> <p>This initiative significantly reduces reliance on freshwater sources, with Polycab expecting to lower freshwater consumption by an estimated 18–22%. The approach aligns with industry best practices and supports broader national objectives around water conservation and sustainable resource management. In addition to managing industrial effluents, domestic wastewater generated from canteens, restrooms, and other utility areas is treated through Sewage Treatment Plants (STPs). The treated water is safely reused for purposes such as gardening and landscaping within plant premises, further promoting responsible water management practices.</p>	
2	Renewable Energy Harvesting	<p>Polycab has undertaken several innovative initiatives and adopted advanced technologies to enhance resource efficiency and reduce the environmental footprint of its operations. These efforts reflect the Company’s long-term commitment to sustainable growth and responsible manufacturing practices. A key initiative in this direction is the installation of Hybrid Power Factor Control Panels with a capacity of 2650 KVAR along with a 1150A Active Harmonic Filter. These systems help improve power quality by reducing harmonic distortion, thereby enhancing overall energy efficiency across production processes. In addition, Polycab has invested in upgrading its equipment by deploying energy-efficient motors in newly installed machinery. These motors are designed to operate with lower electricity consumption while maintaining high performance, contributing directly to the Company’s energy conservation objectives. Beyond equipment upgrades, Polycab continues to focus on reducing overall energy consumption through the increased adoption of solar power and other energy-efficiency measures. The Company is consistently optimising its operations to minimise the use of energy, water, and natural resources, while maintaining growth in production capacity. The impact of these initiatives has been both measurable and significant. During FY 2026, Polycab avoided approximately 38,155 tCO₂e emissions through the use of renewable energy. Additionally, the share of renewable energy in the Company’s total energy mix increased from 17% in the previous financial year to 18.35% in the current year, reflecting improved energy efficiency and resource utilisation across manufacturing operations.</p>	
3	BLDC FANS	<p>Polycab’s BLDC fans are designed to promote energy efficiency and support responsible consumption by significantly reducing electricity consumption compared to conventional fans. Developed with advanced motor technology, the products offer improved operational efficiency, lower noise levels, and enhanced durability, contributing to reduced environmental impact during the use phase. Through such energy-efficient product innovations, Polycab continues to strengthen its portfolio of sustainable and future-ready electrical solutions aligned with evolving consumer and environmental expectations.</p>	
4	Low Smoke and Flame Retardant and Heat Resistant (LSFRHR) Cables	<p>Polycab continues to strengthen its portfolio of safer and more sustainable products through the development of advanced cable solutions such as LSFRHR cables. Compared to conventional PVC and XLPE cables, LSFRHR cables are designed to emit lower smoke and toxic fumes during fire incidents while offering improved heat resistance and enhanced safety performance. These products contribute to safer buildings and infrastructure by reducing fire-related risks, improving visibility during emergencies, and supporting safer indoor environments across residential, commercial, and industrial applications.</p>	

For more details, please refer to Energy & Emissions Management, Water Stewardship and Circular Economy and Waste management sections in Sustainability Report.

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

Yes, Polycab has established a comprehensive Business Continuity and Disaster Recovery (BCP-DR) framework to ensure the resilience of critical operations and minimise disruption arising from unforeseen events. The framework is designed to identify potential operational, technological, environmental and supply-chain risks and outlines structured protocols for response, recovery and business restoration. It includes periodic Business Impact Assessments (BIA) to identify critical processes, risk assessments to evaluate potential vulnerabilities, and defined recovery strategies for key operational and IT systems.

The Company’s continuity planning covers manufacturing facilities, supply chain operations, digital infrastructure and employee safety. Defined escalation mechanisms, crisis management structures and communication protocols enable coordinated response during disruptions. Recovery objectives and backup mechanisms are established for critical systems to ensure minimal downtime and protection of essential business data.

Polycab’s Information Security Management System (ISMS) and IT continuity practices are aligned with globally recognised standards such as ISO/IEC 27001, supported by periodic testing of disaster recovery capabilities, internal audits and continuous monitoring of IT infrastructure. Regular employee awareness programmes and training sessions on cybersecurity, incident response and operational preparedness further strengthen organisational readiness.

The Business Continuity framework is periodically reviewed and updated to reflect evolving risks, operational changes and regulatory expectations, ensuring the Company remains well-prepared to safeguard its operations, employees, customers and stakeholders during potential disruptions.

The policy can be accessed publicly at [link](#).

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

No significant impact/ risks have been observed.

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

Polycab’s Supplier Code of Conduct encourages its partners to take thoughtful steps to reduce their environmental impact. This includes adopting energy-efficient methods,

using cleaner technologies, and actively working to minimise deforestation, emissions, and waste. At the same time, suppliers are expected to follow all environmental regulations, whether local, national, or international.

To make sure these values are reflected across its supply chain, Polycab regularly reviews its suppliers on key environmental, social, and governance aspects. These evaluations consider factors such as carbon footprint, labour practices, diversity and inclusion, and overall ethical behaviour. In the current financial year, the Company reviewed around 83.6 percent of its input material suppliers by value. For strategic suppliers, Polycab has achieved 100% ESG compliance. The Structured Supplier ESG Assessment Questionnaire comprises of 20+ focus areas with 90+ questions. The environmental dimension of this assessment covers a comprehensive range of parameters including environmental management systems, energy consumption, GHG emissions, water usage, waste management, pollution control, and land use & biodiversity ensuring that environmental performance is evaluated rigorously and consistently across the strategic supplier base. Most of these are established international companies with a solid track record in sustainability, assessed using their publicly available reports.

Polycab is also working to build awareness across its wider network of partners. The Company has launched a range of initiatives some formal, others more informal to help its value chain better understand their role in advancing responsible practices. Efforts are underway to assess other key stakeholders, including dealers, distributors, business associates, and even customers, focusing on issues related to environment, health, safety, and human rights. As part of these efforts, the Company has conducted awareness workshops with both suppliers and customers and is establishing processes for data sharing. These initiatives are designed not only to help the Company meet its own sustainability objectives, but also to inspire its value chain to embrace sustainable practices with equal commitment. To support this journey, Polycab is providing training and encouraging suppliers and customers to commit to shared ESG goals, helping create a more responsible and aligned supply chain.

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

a. By the listed entity

Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

Nil

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

Essential Indicators

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

Polycab actively engages with trade and industry associations to foster collaboration, stay abreast of regulatory and market developments, and contribute to industry-wide policy dialogues. These affiliations support knowledge exchange and reinforce the Company’s commitment to ethical, transparent, and responsible business practices. As of FY 2025-26, Polycab is associated with fifteen industry chambers and associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Federation of Indian Chambers of Commerce and Industry	National
2	The Associated Chambers of Commerce and Industry of India	National
3	Confederation of Indian Industry	National
4	Federation of Indian Export Organizations	National
5	Bombay Chamber of Commerce and Industry	National
6	Indian Fan Manufacturers Association	National
7	Fire & Security Association of India (FSAI)	National
8	Consulting Electrical Engineers Association of Maharashtra (CEEAMA)	National
9	National Federation of Engineers for Electrical Safety (NFE)	National
10	Engineering Export Promotion Council (EEPC)	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.

No corrective action was required or undertaken in relation to anti-competitive conduct, as no adverse orders were received from regulatory authorities during the reporting period.

Leadership Indicators

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

Polycab follows a structured, transparent and ethical approach to public policy advocacy, with engagements designed to support both business priorities and broader economic and societal outcomes. In line with its [Public Advocacy Policy](#), the Company may advocate public positions in areas such as energy transition and electrification, domestic manufacturing and export competitiveness, smart infrastructure and digital connectivity, electrical safety and quality standards, sustainability and circular economy, labour and skill development, and broader policy and governance matters. The Company’s advocacy approach is guided by ethical conduct, legal compliance, transparency and disclosure, evidence-based engagement, alignment with business and ESG goals, and integrity.

Governance of advocacy activities is anchored through defined roles and reporting mechanisms. The Board of Directors provides oversight on the strategic alignment and governance of advocacy efforts and reviews potential reputational and regulatory risks. Key Managerial Persons identify sector-specific policy opportunities and risks, collaborate on technical content and feedback for advocacy documents, approve key advocacy positions, and represent the Company in high-level engagements. Business Unit Heads and Senior Leadership support execution, coordination, compliance with legal and ethical standards, and maintenance of records of interactions and submissions. External interactions are conducted in line with defined communication protocols, and any third-party representation is subject to appropriate due diligence. The effectiveness and alignment of advocacy initiatives are reviewed periodically to ensure consistency with the Company’s strategic objectives.

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

This requirement relates to Social Impact Assessment under the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation, and Resettlement Act, 2013. As Polycab has not undertaken any new projects involving land acquisition during the reporting period, this requirement is not applicable.

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

Not applicable

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

Polycab’s approach to community engagement is rooted in building trusted relationships through continuous listening, learning, and responsive action. The Company focuses on creating meaningful impact across areas such as education, healthcare, skill development, rural development, and environmental sustainability, ensuring that initiatives are aligned with community needs and expectations.

To support this, Polycab has established structured and transparent mechanisms for communities to raise concerns, including access to dedicated channels such as speakup@polycab.com. These mechanisms are supported by a robust grievance redressal framework aligned with the Company’s CSR Policy and ESG principles, ensuring that all concerns are acknowledged, assessed, and addressed in a timely manner.

CSR initiatives are implemented through the Polycab Social Welfare Foundation (PSWF), which engages closely with communities through regular consultations, field visits, assessments, and follow-ups. These interactions serve as important platforms to capture feedback and identify concerns at the grassroots level. All grievances are reviewed by project teams and, where required, escalated to the CSR and ESG Committee, which provides governance oversight in line with Section 135 of the Companies Act, 2013.

During the reporting period, no grievances were reported with respect to programme commitments, with feedback primarily focused on expanding the reach of existing initiatives. This structured approach enables continuous programme improvement and reinforces Polycab’s commitment to inclusive, transparent, and responsive community development.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/Small Producers	14%	14%
Directly from within India (Indian Operations)	62%	62%

An independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

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

Location*	FY 2025-26	FY 2024-25
Rural	1.67%	1.21%
Semi-urban	0.85%	0.93%
Urban	54.49%	53.13%
Metropolitan	42.98%	44.73%

**For categorizing individuals employed across various locations into Rural, Semi-Urban, Urban, or Metropolitan segments, we have referred to the latest available Census data and followed the RBI Classification System.*

An independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments.

Not Applicable

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

None. Polycab has undertaken Village Development initiatives within an Aspirational Block, rather than an Aspirational District.

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

Polycab is committed to responsible and sustainable procurement practices across its supply chain. The Company ensures fair and equal opportunities for all suppliers, with a structured vendor selection process embedded within its Procurement Policy to promote transparency and accountability.

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

Not Applicable

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

Not Applicable

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

Polycab does not own any Intellectual Property Rights derived from Traditional Knowledge.

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
1	Halol MMU	17,676	100%	The first MMU began its journey across 21 villages in Halol, delivering essential healthcare services to remote tribal communities with limited or no access to medical facilities. Staffed by a qualified doctor, nurse, and driver, the MMU visits each village weekly, providing primary OPD consultations, treatment, and free medication. Guided by the mission to "Serve the Underserved," the initiative has expanded its reach to nearly 28 villages across the Taluka, becoming a vital healthcare lifeline for underserved communities.
2	Ghoghamba/ Jambughoda MMU	23,543	100%	Building on the encouraging response and community impact created through the first MMU in Halol, a second MMU was introduced across 20 villages in the Ghoghamba and Jambughoda Talukas to address growing healthcare needs in remote regions. Similar to the Halol initiative, the MMU is operated by a dedicated team comprising a doctor, nurse, and driver, and conducts regular weekly visits to villages to provide consultations, treatment, and free medicines. Together, these initiatives continue to improve access to reliable, compassionate, and community-focused healthcare services for underserved populations.

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
3	Malnutrition Camps - Halol, J'ghoda & Choghamba Talukas	4,421	100%	Malnutrition continues to remain a significant health challenge across several rural communities in Gujarat, particularly affecting children, adolescents, and women. In response, Polycab conducts regular malnutrition and health camps across the Halol, Jambughoda, and Choghamba Talukas, with a focused approach towards improving the nutritional well-being of children aged 7 to 19 years, as well as women and lactating mothers. These camps go beyond basic screening by providing regular OPD-based healthcare support, follow-up treatment, and awareness initiatives aimed at improving long-term health outcomes. To strengthen healthcare accessibility and early diagnosis, the initiative also includes linkages with radio diagnostic centres for antenatal care and related medical support.
4	i Breast Camps / Cervical Cancer & Followup Treatment	4,361	95%	Recognising the stigma and limited awareness surrounding breast health among women in rural communities, the Polycab Social Welfare Foundation (PSWF) continues to conduct iBreast and Cervical Cancer Screening Camps across the Panchmahal District. The initiative aims to encourage women to openly discuss health concerns and improve access to preventive healthcare through regular breast cancer screenings, tumour detection, and cervical health check-ups conducted in a supportive and respectful environment with adequate privacy. Women requiring further medical support are referred to specialised healthcare institutions for follow-up treatment and advanced care. Through continued outreach and awareness efforts, the programme promotes early detection, health awareness, and timely medical intervention.
5	Child Health Awards (Girls & Boys)	2,999	100%	Promoting the well-being of children through preventive healthcare and healthy lifestyle awareness, the initiative engages girls and boys aged 6 to 12 years across 41 villages through health and hygiene-focused competitions and community outreach activities. The health of participating children is monitored by doctors over a six-month period, encouraging the adoption of positive hygiene practices and healthy habits, while recognising and rewarding exemplary health outcomes to foster long-term well-being among children in rural communities.
6	Free Dialysis Facilities	148	100%	Access to regular dialysis treatment remains a significant challenge for underserved patients suffering from kidney-related ailments and other chronic health conditions. To support vulnerable communities, the initiative facilitates free dialysis treatment through support for dialysis equipment, consumables, and recurring treatment requirements, thereby helping reduce the financial burden on patients and their families. The initiative supported approximately 1,250 dialysis sessions per month through 3 installed dialysis machines, improving access to essential and timely treatment for patients in need. Additional support has also been extended towards strengthening dialysis infrastructure to ensure continued access to consistent and life-saving care.
7	4 C Health Programme - Daman	146	100%	The 4C Health Programme in Daman is focused on supporting vulnerable patients affected by illnesses such as tuberculosis (TB), anaemia, leprosy, malnutrition, and HIV through essential nutritional and healthcare support. Under the initiative, beneficiaries receive specially curated nutrition kits prescribed by medical practitioners, containing nutrient-rich essentials aimed at improving recovery, strengthening immunity, and promoting overall well-being. Through a collaborative community-based approach, the programme contributes towards improving healthcare access and supporting the long-term health of underserved individuals.

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
8	Skill Development / Talent Development: Classical Dance & Music & Martial Arts, Sports, Short Term Course, Skill Development in Villages, ITI - Pavagadh, Electrician Training -"Utkarsh"	17,158	90%	<p>Reviving Indian culture and heritage while promoting holistic development, the initiative supports students and youth through training in Classical Dance, Classical Vocal Music, Tabla, Martial Arts, and Sports activities across community and residential school settings. These programmes are designed to nurture artistic talent, preserve cultural traditions, strengthen discipline and confidence, and encourage physical well-being among participants. In parallel, sports development initiatives identify and train talented students through professional coaching and participation in local and regional competitions, fostering teamwork, sportsmanship, and leadership skills.</p> <p>The initiative also focuses on strengthening education, employability, and livelihood opportunities for women and youth through tuition support, computer education, sewing and tailoring programmes, beautician courses, and other vocational skill development activities. Through Self-Help Group (SHG)-linked livelihood programmes and certification-based training sessions such as sanitary napkin production, agarbatti making, paper dish making, and organic soap and shampoo production, participants are encouraged towards financial independence and entrepreneurship. Guidance on packaging, marketing, and sales further supports the creation of sustainable livelihood opportunities and community upliftment. In Bidar Village Skill Development Course and training in tailoring (both Basic & Advance) for Adolescent Girls & Destitute Women is undertaken. These initiatives supported 50 active women-led Self-Help Groups (SHGs) annually and facilitated vocational training enrolment for 313 students to strengthen livelihood and skill development opportunities.</p> <p>To strengthen technical and industry-oriented capabilities, infrastructure and learning facilities at ITIs and skill centres have also been enhanced through upgraded classrooms, workshops, and employability skill labs. Under the "Utkarsh" Electrician Training Programme, certified training sessions were conducted in collaboration with industry partners and skill development institutions to upskill electricians and contractors through Recognition of Prior Learning (RPL)-based modules. These initiatives collectively contribute towards improving employability, promoting self-reliance, and creating long-term socio-economic impact across communities. This year we have covered 14,388 electricians & 35 Contractors across Eight States and Twenty Cities have been trained under the RPL-certified program, achieving a 92% passing rate and excellent participant feedback.</p>
9	Science Lab (STEM)	328	100%	<p>As part of its commitment to strengthening education and experiential learning, the initiative supports schools across Halol, Ghoghamba, and Jambughoda through the development of Science Labs (STEM) and hands-on learning infrastructure. The programme aims to create engaging learning environments that help students better understand scientific concepts through practical application, making science more accessible, interactive, and enjoyable for young learners.</p> <p>By providing improved laboratory facilities and exposure to practical science education, the initiative encourages curiosity, innovation, and analytical thinking among students. These STEM labs are helping bridge gaps in experiential learning while supporting students in building stronger academic foundations and future-ready skills that can contribute to their educational and professional growth. Currently, 328 students are directly benefiting from this initiative, gaining exposure to practical science education that could shape their academic and professional futures.</p>
10	Education Support Management	3,242	100%	<p>Continuing our commitment towards strengthening access to education for children from underserved communities, the initiative supports around 60-65 tribal and rural schools in Raigad district, Maharashtra, every year by providing essential educational accessories, hygiene materials, and basic infrastructure facilities. The programme focuses on addressing the day-to-day needs of students and improving the overall learning environment within schools and hostels, thereby contributing to better educational continuity and student well-being. Support is also extended through initiatives such as providing essential learning and welfare materials such as hygiene kits, bedsheets, school utilities, and sustainability-linked infrastructure such as solar plants and related facilities.</p>

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
11	Anganwadis & Schools	1,354	100%	<p>Recognising the importance of safe and inclusive learning environments in shaping a child’s early development, the initiative supports the construction, renovation, and strengthening of Anganwadis and school infrastructure across rural communities. Improved facilities at Anganwadis help create nurturing spaces for early childhood learning and development, while also contributing towards better health, nutrition, school readiness, and overall well-being among children.</p> <p>The initiative also focuses on improving school infrastructure by addressing critical gaps such as damaged classrooms, inadequate learning spaces, missing compound walls, and lack of functional toilet facilities. Alongside infrastructure enhancement, support is extended through educational kits, school supplies, books, toys, and learning materials to help children continue their education with dignity and confidence.</p>
12	Agriculture (Natural farming)	543	100%	<p>As part of its commitment to rural development and sustainable agriculture, the initiative promotes natural and climate-resilient farming practices through a Participatory Rural Appraisal (PRA) approach that enables direct engagement with farming communities to understand region-specific agricultural challenges and opportunities. Through field visits, interactive sessions, and hands-on training programmes, farmers are encouraged to adopt eco-friendly practices such as vermicomposting and Natural Farming methods aimed at reducing chemical dependency, improving soil health, and strengthening long-term agricultural sustainability. In collaboration with local implementation partners, the initiative also focuses on capacity building and knowledge-sharing to help farming communities transition towards more resilient and sustainable agricultural practices.</p>
13	Pashu Arogya Sathi	674	100%	<p>Recognising the critical role of livestock in supporting rural livelihoods and household incomes, the “Pashu Arogya Saathi” initiative focuses on improving access to basic animal healthcare services in remote communities where veterinary support is often limited or unavailable. Through direct community interactions and veterinary need assessments, local village youth are identified and trained to provide basic first-aid treatment and guidance for livestock care. These trained individuals also conduct awareness sessions on better feeding practices, hygiene, breeding, and preventive care, helping strengthen livestock productivity, improve animal well-being, and build local capacity for sustainable animal husbandry practices across rural communities.</p>
14	Grass Root Needs Responsive Interventions	543	100%	<p>These are community-based initiatives designed to address local social, health, environmental, and infrastructure-related challenges through active engagement with village communities and local stakeholders. The interventions are identified through regular community meetings and consultations with Sarpanchs and village members, enabling the development of need-based solutions that directly improve the well-being and quality of life of the community. Based on specific local requirements, support is extended towards initiatives such as smokeless chulhas, solar streetlights, water facilities, and other essential community infrastructure, helping strengthen access to basic amenities while promoting sustainable and inclusive rural development.</p>
15	Aspiration Village	1,102	100%	<p>As part of its commitment to inclusive and community-led development, Polycab supports initiatives aligned with the Government of India’s Aspirational Blocks Programme (ABP), which focuses on improving service delivery and development outcomes across underserved regions. The initiative prioritizes key areas such as healthcare, education, agriculture, basic infrastructure, and social development through close collaboration with local authorities and community-level engagement to identify region-specific needs and design targeted interventions. Based on detailed need assessments and interactions with village communities in Ghoghamba, focused initiatives were undertaken across multiple development areas. In healthcare, general health check-up camps, de-addiction awareness sessions, and nutrition-related interventions were conducted to address critical medical and social concerns within the community. In education, support was extended towards strengthening school infrastructure and improving learning environments through initiatives such as Smart Classrooms and sanitation facilities. Agricultural interventions promoted sustainable farming practices through training on natural farming methods and vermicompost usage, while community infrastructure was strengthened through the installation of solar-powered streetlights to improve safety and mobility.</p> <p>Through these integrated and need-based interventions, the programme continues to improve access to essential services, strengthen community participation, and contribute towards long-term and sustainable rural development.</p>



Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	Brief write-up
16	Waste management	1,680	100%	<p>Under the Swachh Bharat Mission, a decentralized solid waste management initiative is being implemented across villages in Halol Taluka with the vision of promoting cleaner, healthier, and environmentally responsible communities. The programme focuses on door-to-door waste collection, segregation, processing, and recycling through designated waste management centres, encouraging sustainable waste disposal and improved sanitation practices at the grassroots level.</p> <p>As part of the initiative, recyclable waste is converted into useful products such as benches, bricks, tiles, chairs, and compost-based products, promoting circularity and resource recovery within the community. Beyond waste management, the programme also emphasizes awareness generation, community participation, and behavioural change to strengthen environmental responsibility and long-term well-being. Building on the positive response and impact created, the initiative has gradually expanded its reach to additional villages, further contributing towards cleaner and more sustainable rural communities.</p>
17	Healthcare - Cochlear Support	66	100%	<p>Supporting inclusive healthcare and improved quality of life for children with hearing impairments, the initiative provides assistance for cochlear implant surgeries for children aged 2 to 18 years who are unable to hear from birth. The programme aims to help children develop hearing and speech capabilities, enabling better communication, social integration, and access to education and everyday opportunities. Through timely medical support and continued care, the initiative contributes towards enhancing confidence, independence, and overall well-being among children and their families.</p>
18	Skill Development for Youth	16,593	100%	<p>Support was extended towards youth development initiatives focused on skill-building, value-based learning, and holistic personal growth. Through these programmes, young individuals are encouraged to develop essential life skills, strengthen their confidence and leadership abilities, and build greater awareness towards education, discipline, and community values, thereby supporting their long-term personal and social development.</p>
19	TATA Memorial Centre	84	70%	Tata Memorial for Support Cancer Patients

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Polycab has implemented a structured and responsive customer service framework that allows consumers to share their grievances and feedback through multiple accessible channels. The Company's complaint management process is designed to ensure prompt resolution, transparency, and continuous improvement in service delivery.

Customers can reach out via:

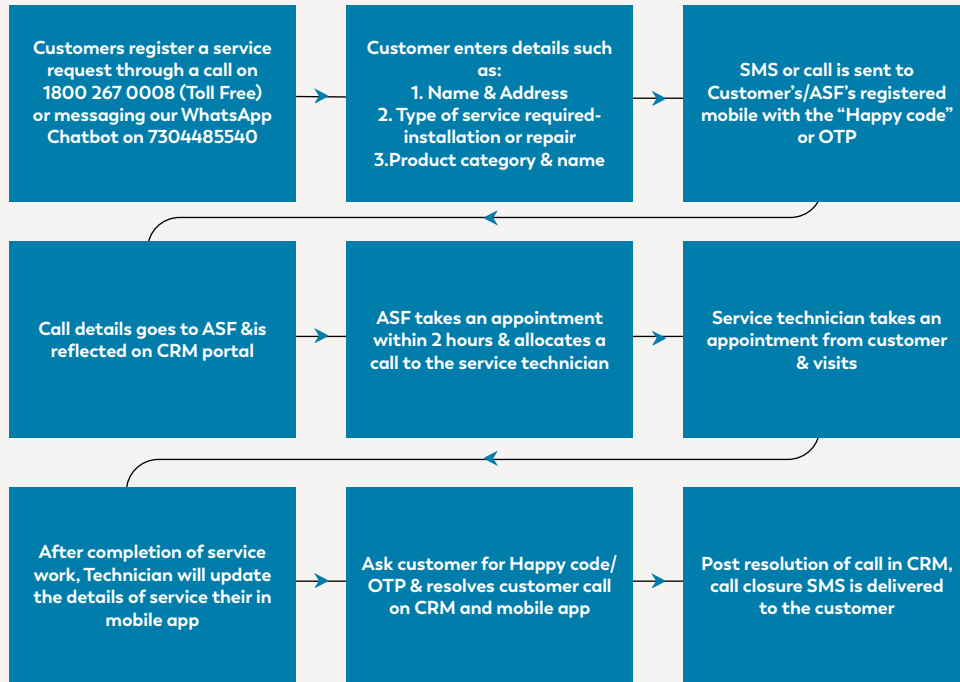
- Email: customercare@polycab.com
- CRM Portal: <https://care.polycab.com>
- Website: www.polycab.com
- Toll-Free Number: 1800 267 0008
- WhatsApp Chatbot: For complaint and warranty registration (via QR code) or connect on 7304485540

All customer-facing channels are available on a 24x7 basis, ensuring that consumers can register concerns at any time without delay.

Once a complaint is received, it is registered in the Company's centralized CRM platform, which generates a unique ID for tracking. Dedicated customer care executives promptly assess the issue, reach out to the customer to collect any additional information if needed, and aim to offer remote resolutions wherever feasible. If a technical visit is required, an engineer is deployed to the site. Throughout this process, customers are kept informed at each stage. In line with Polycab's service policy, most consumer complaints are addressed and resolved within 24 to 48 hours. If dispatches or product replacements are involved, actions are initiated within the stipulated timelines defined by internal service standards. In EPC-related cases, customers are first advised to engage with the EPC team; unresolved matters are escalated through joint evaluation determining the appropriate solution whether repair, replacement, or a site visit.

The final step in the complaint lifecycle involves obtaining the customer's confirmation via the "HAPPY" code, which signifies closure and satisfaction. To ensure accountability and track service quality, outbound calls are made post-resolution to collect structured feedback. Polycab systematically reviews customer feedback to identify recurring issues, monitor satisfaction levels, and implement product or service-level improvements. This closed-loop mechanism strengthens customer trust while supporting the Company's broader commitment to operational excellence.

Polycab also actively monitors and engages with customers through its official social media platforms, allowing for real-time feedback collection via Facebook, Twitter (X), and Instagram. These additional touchpoints ensure that customer voice is heard across digital channels, supporting brand transparency and accessibility. To ensure accountability and track service quality, outbound verification calls are made post-resolution to collect structured feedback. Polycab systematically reviews this feedback to identify recurring issues, monitor satisfaction levels, and implement product or service-level improvements. These insights feed into design, quality, and operations teams to enhance future customer experience.



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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	57%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy						
Advertising						
Cyber-Security						
Delivery of Essential Services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other	2,41,632	442	0.18% pending	3,63,439	424	0.12% pending. Resolved in FY 2025-26

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

Zero incidents of non-compliance with regulations and/or concerning the health and safety impacts of products and services within the reporting period, resulting in a fine or penalty, warning, voluntary codes. Polycab takes a step forward by ensuring transparent communication through our product information which delineates safe usage. Our individual product manuals, leaflets and brochures carry relevant information.

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, Polycab has comprehensive [cyber security](#) and [data privacy](#) frameworks that are applicable across the entire organization. We are committed to respecting the privacy of all individuals whether employees, consumers, or business partners and ensuring the protection of their personal information. The Data Protection and Privacy Policy serves as the foundation of our information security program. It defines our approach to safeguarding IT infrastructure, digital assets, and sensitive data, while establishing controls that are continuously monitored and enhanced to stay ahead of emerging threats. The Company also aligns its information security practices with recognised standards such as ISO 27001:2022 and undertakes employee awareness and cybersecurity training initiatives to strengthen organisation-wide preparedness and cyber resilience.

Further, the framework supports regulatory compliance and secure digital transformation across operations, while cybersecurity and data privacy considerations remain integrated into the Company’s broader governance, risk management, and business continuity practices.

In alignment with the Digital Personal Data Protection (DPDP) Act, 2023, Polycab has undertaken a structured and phased approach toward strengthening personal data protection and privacy governance across business functions. Key milestones completed include a comprehensive GAP Assessment evaluating the Company’s compliance posture against DPDP Act requirements, initiation of mitigation measures and corrective actions based on assessment findings, designation of a Data Protection Officer (DPO), revision of the Privacy Policy to align with evolving transparency requirements, and evaluation of Consent Management Platform solutions for centralised and compliant consent lifecycle management.

As part of the next phase of implementation, targeted for completion by December 2026, the Company plans to constitute a cross-functional Data Privacy Committee (comprising Legal, IT, HR, Supply Chain, Digital, and Business representatives), onboard a DPDP Management Platform covering consent and cookies management, build and maintain Records of Processing Activities (ROPAs), conduct Privacy Impact Assessments (PIAs) for applicable systems and processes, and establish a dedicated Data Subject Rights Request (DSRR) mechanism to handle individual privacy requests in a timely and compliant manner.

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

Not applicable. There were no reported instances of non-compliance, nor were any penalties or regulatory actions levied against Polycab during the reporting period in relation to advertising practices, safety regulations, marketing standards, product labelling, delivery of essential services, cybersecurity, data privacy, or product recalls.

7. Provide the following information relating to data breaches:

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

An independent assurance has been carried out by TUV India Pvt Ltd on the FY2025-26 and FY 2024-25 indicators in the above table.

Leadership Indicators

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

Polycab continues to prioritize transparency and stakeholder accessibility through a variety of communication channels. Our product section on the corporate website (<https://polycab.com/consumer>) serves as a key resource, offering detailed catalogues, specification sheets, and explanatory videos that help customers make informed decisions.

We maintain a strong digital presence through active engagement on social media, timely product announcements, and multimedia content to showcase new launches and innovations. Partnerships with leading e-commerce platforms like Amazon and Flipkart enhance consumer reach and boost brand visibility. The company also shares key updates via its Integrated Annual Report, Sustainability Report, investor presentation, websites, media outlets, and press features including consistent product reviews and coverage in both digital and print media. These initiatives underscore Polycab's dedication to transparency, consumer education, and market responsibility.

Stakeholders can engage with us through the following platforms:

- Facebook – <https://www.facebook.com/PolycabInd>
- Instagram – <https://www.instagram.com/polycabindia>
- Twitter – <https://twitter.com/PolycabIndia>
- LinkedIn – <https://www.linkedin.com/company/polycabindia/>
- YouTube – <https://www.youtube.com/user/PolycabInd>

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

Polycab emphasises consumer safety by making product education an integral part of its customer engagement strategy. The Company adopts a multifaceted approach to ensure that users of its cables, wires, another electrical products are fully informed and equipped to handle them responsibly. Each product is accompanied by clear and detailed manuals that outline installation procedures, usage guidelines, and maintenance instructions. These documents are designed to help users avoid common handling errors and maximize product lifespan.

In addition to print documentation, Polycab offers digital support in the form of video tutorials and guides, accessible via its website and mobile platforms. These resources

provide step-by-step visual instructions for safe and correct usage. Product information is publicly available on <https://polycab.com/consumer>

Product packaging features prominently placed warning labels, designed to be easily understood and to draw attention to essential safety precautions. These labels ensure that users are aware of potential hazards before installation or use. To extend its reach and impact, Polycab collaborates with its dealer network to conduct safety workshops and technical training sessions. These sessions target end-users as well as professionals such as electricians, contractors, and retail staff, covering best practices and emphasizing responsible usage.

In addition, dedicated customer support and field engineering teams provide direct guidance and address safety concerns on-site when needed. Proactive communication through the Company's website, social media, and feedback channels ensures that safety-related updates, product improvements, and user advisories are communicated in a timely manner.

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

Polycab does not directly provide essential services as defined by the Essential Services Maintenance Act, 1981, though it supplies products to clients who do.

The Company engages in proactive, ongoing customer communication, swiftly addressing any disruption risks with full transparency per our contractual service level agreements. We also host webinars and seminars to connect with stakeholders, tackle potential issues, and affirm our dedication to dependable delivery.

Customers can reach us effortlessly via the Customer Care helpline, email, WhatsApp, or Polycab Mobile App for prompt query resolution.

4. a) 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.

Yes. Polycab ensures all products carry clear, accurate, legally compliant labels that enable informed consumer decisions. Beyond required statutory details, labels include vital guidance on safe handling, usage, storage, and relevant health or environmental precautions.

Key compliance markings like RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) highlight our focus on safety and sustainability. Packaging incorporates universal icons for handling such as fragile, keep dry (umbrella), and recyclable to encourage proper use and disposal.

This blend of regulatory adherence, practical info, and eco-symbols advances product stewardship, boosts user safety, and fosters environmental accountability.

b) 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. We monitor consumer sentiments to receive overall feedback on issue resolution and products/services. We also evaluate consumer experience and have achieved a Customer Satisfaction (CSAT) Score of 96% for our W&C and FMEG products through customer calls and feedback forms.