Ref: VTL/SEC/NSE-BSE/AGM-2026
July 07, 2026

To,
National Stock Exchange of India Limited,
Listing Department "Exchange Plaza,"
Bandra –Kurla Complex,
Bandra (E),
Mumbai 400 051.

Scrip Code: VOLTAMP

To,
BSE Limited,
Department of Corporate Services,
Floor 1, Rotunda Building,
P J Towers, Dalal Street,
Mumbai 400 001.

Scrip Code: 532757

Subject: Business Responsibility and Sustainability Report for the Financial Year - 2025-26.

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2025-26, which forms an integral part of the Annual Report for the financial year 2025-26.

The Annual Report for the financial year 2025-26 is also available on Company's website at https://www.voltamptransformers.com/investors_desk/annual-reports.

This is for your information and record.

Thanking you,

Yours faithfully,
For Voltamp Transformers Ltd.

SANKET KANUBHAI RATHOD
Digitally signed by SANKET KANUBHAI RATHOD
Date: 2026.07.07 15:58:05 +05'30'

Sanket Rathod
Company Secretary & Compliance Officer
Encl. A/a.

Annexure VIII to the Directors' Report

Business Responsibility and Sustainability Report

BRSR Impact Overview

At Voltamp Transformers Limited, responsible business conduct is embedded in the way we create long-term value for our stakeholders. Guided by the principles of the Business Responsibility and Sustainability Reporting framework, our approach integrates environmental stewardship, social responsibility, ethical governance and operational resilience into our business priorities. We recognise that sustainable growth depends on the strength of both Social Capital and Natural Capital. Accordingly, our initiatives focus on safe and inclusive workplaces, community development, resource efficiency, renewable energy adoption, circular waste management and water stewardship. This overview presents the key impact areas through which the Company continues to advance responsible growth while contributing to broader national and global sustainability priorities.

I. Social Responsibility: Strengthening People, Communities and Inclusive Growth

The Company believes that sustained business performance is closely linked to the well-being, capability and trust of its people and surrounding communities. Our social responsibility agenda is therefore centred on occupational health and safety, fair employment practices, employee development, stakeholder engagement and community-focused interventions. Through structured policies, leadership oversight and responsible engagement, Voltamp seeks to build a culture of accountability, inclusion and shared progress.

A key priority has been the continuous strengthening of workplace health and safety, supported by an established occupational health and safety management system aligned with **ISO 45001:2018**. Safety committees, training programmes, behavioural safety initiatives and periodic management reviews help reinforce risk awareness and preventive action across manufacturing locations. These measures support safer operations and strengthen confidence among employees, workers and business partners.

Voltamp also promotes an inclusive and merit-based workplace through policies that encourage equal opportunity, non-discrimination and professional growth. The Company's aspiration to enhance women's representation to 15% of the workforce by 2027 reflects its commitment to improving gender diversity. Continuous learning, ethics awareness, employee engagement and wellness initiatives further contribute to a capable, motivated and responsible workforce.

Beyond the workplace, the Company's community development initiatives focus on skill development, vocational training, education support, healthcare awareness and livelihood enhancement. Programmes aimed at women's empowerment, youth employability and support for underserved communities are designed to create measurable and lasting social value in the regions where the Company operates.

Collectively, these initiatives strengthen stakeholder trust, support workforce stability, deepen community relationships and reinforce the Company's social licence to operate. They also contribute to building a resilient organisational ecosystem capable of supporting long-term value creation.

II. Natural Capital: Advancing Environmental Stewardship and Climate Resilience

Voltamp is committed to conserving natural resources, reducing environmental impacts and strengthening climate resilience across its operations. Aligned with applicable regulatory requirements and relevant sustainability priorities, the Company continues to implement measures that improve energy efficiency, reduce emissions, promote responsible waste management and enhance water security.

The transition to cleaner energy remains a central element of the Company's environmental strategy. Voltamp is progressing towards increased reliance on renewable electricity, with a target to achieve 100% green power by **FY 2026–27**. Rooftop solar installations and energy-efficiency initiatives are helping reduce the carbon intensity of operations. These efforts support the Company's broader ambition to achieve net-zero greenhouse gas emissions for Scope 1 and Scope 2 by **2030**.

In line with the principles of sustainable consumption and circularity, the Company has committed to a **net-zero landfill goal by 2027**. Waste streams, including hazardous and electronic waste, are managed through authorised recyclers and approved treatment, storage and disposal facilities in accordance with applicable environmental regulations. This approach supports responsible material handling and minimises the risk of environmental contamination.

The Company's environmental framework also emphasises resource optimisation, biodiversity protection and campus greening. By reducing dependence on finite resources, improving process efficiency and adopting circular economy practices, Voltamp seeks to balance operational growth with ecological responsibility.

Water stewardship is another important pillar of Voltamp's sustainability approach. The Company continues to pursue water efficiency through demand reduction, effluent recycling, rainwater harvesting, groundwater recharge and awareness initiatives. These interventions are intended to improve water resilience within operations and support the broader water security needs of local communities.

At key manufacturing locations, including the Savli unit, Zero Liquid Discharge infrastructure supports the recycling of treated effluent for landscaping and secondary utility applications. Rainwater harvesting systems with filtration and desiltation arrangements further contribute to groundwater recharge and reduce dependence on external water sources.

Through these initiatives, Voltamp has improved its specific water footprint, reduced wastewater discharge and contributed to local water replenishment. The Company views water management not merely as a compliance requirement, but as a business continuity priority and a social responsibility that supports regional climate resilience.

Mapping Organizational ESG Performance to Global UN SDGs

ESG Pillar	Key Focus Areas	Performance Direction / Commitments
Social Responsibility and Human Capital	• Occupational health and safety • Employee well-being and development • Workplace diversity and inclusion • Community development and skill-building	• Strengthen safety culture and preventive risk management across operations. • Promote capability building, equal opportunity and employee engagement. • Enhance women's representation to 15% of the workforce by 2027. • Support education, vocational skills, healthcare awareness and livelihood initiatives in communities.
Climate Action and Energy Management	• Renewable energy transition • Energy efficiency • Greenhouse gas emission reduction • Low-carbon operations	• Progress towards 100% green power by FY 2026–27. • Improve energy productivity through efficiency measures and rooftop solar adoption. • Pursue net-zero Scope 1 and Scope 2 greenhouse gas emissions by 2030.
Resource Efficiency and Circular Economy	• Waste segregation and recycling • Hazardous and e-waste management • Material efficiency • Responsible disposal practices	• Advance towards net-zero landfill by 2027. • Promote reuse, recycling and authorised disposal across waste categories. • Improve material efficiency through process optimisation and responsible handling.
Water Stewardship	• Water efficiency • Effluent recycling and ZLD • Rainwater harvesting • Groundwater recharge and awareness	• Reduce specific water consumption through conservation and reuse. • Strengthen water recycling and Zero Liquid Discharge infrastructure. • Enhance rainwater harvesting and recharge systems to support local water resilience.
Biodiversity and Environmental Stewardship	• Campus greening • Local ecological protection • Responsible land and resource use • Pollution prevention	• Increase green cover and support ecological balance within operating locations. • Maintain pollution prevention practices aligned with environmental compliance requirements. • Integrate biodiversity and environmental awareness into site-level initiatives.
Governance, Ethics and Responsible Value Chain	• BRSR-aligned ESG disclosure • Ethical business conduct • Responsible procurement • Stakeholder engagement	• Enhance transparency through structured sustainability reporting and review. • Embed environmental, social and ethical considerations in procurement practices. • Strengthen stakeholder trust through accountable governance and responsible business practices.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr.No.	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L31100GJ1967PLC001437
2	Name of the Listed Entity (Company)	Voltamp Transformers Limited
3	Year of incorporation	March 02, 1967
4.	Registered office address	Makarpura, Vadodara - 390014
5.	Corporate address	Makarpura, Vadodara - 390014
6.	E-mail	sanket_act@voltamptransformers.com
7.	Telephone	0265-6141403/480
8.	Website	https://www.voltamptransformers.com/
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE); National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹10,11,71,200.00
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sanket Rathod ; Email : sanket_act@voltamptransformers.com ; Tel : 0265-6141480
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis (Consolidating reporting is not applicable)
14.	Name of Assurance Provider	Not Applicable for the reporting year
15.	Name of assurance obtained	Not Applicable for the reporting year

II. Products/Services

16. Details of business activities of the Company *(accounting for 90% of the Company's turnover)*

Sr.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturer and Supplier of Electrical Transformers	Manufacturing & Supplying of Oil Filled Transformers, Cast Resin Transformers, Unitized Substation, Induction Furnace Transformers, Lighting Transformers, Ring Main Unit and also providing service after sales relating to Transformers.	100.00%

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

Sr.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electrical Transformers	27102	100.00%

III. Operations

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

Location	Number of plants/sites	Number of offices	Total
National	2	17	19
International	0	0	0

Registered office of the Company is located at Vadodara, Gujarat, India.

19. Details regarding Markets served

a. Number of locations

Locations	Number
National (No. of States)	Pan-India
International (No. of Countries)	27

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

The contribution of exports was 3.24% of the total turnover of the Company for the financial year ended March 31, 2026.

c. **A brief on types of customers :** The Company operates in both domestic and international markets, offering a diverse range of products and services primarily to clients in the manufacturing sector, many of whom prioritize sustainable solutions that are both environmentally responsible and economically viable. By supplying such sustainable offerings, the Company supports its customers in achieving environmental objectives without compromising profitability. Its clientele spans a wide array of industries, including but not limited to Steel, Metals & Minerals, Transmission Company (Utility), Infrastructure and Commercial Real Estate, Renewable Energy (Solar), Data Centers and Information Technology, Oil Refineries and Gas,Original Equipment Manufacturers (OEMs) and Industrial Enterprises, Chemicals and Specialty Chemicals, Automotive and Auto Ancillaries, Water and Irrigation, Pharmaceuticals, Cement, Sugar and Distilleries (including Ethanol), Textiles and Garments, Food, Beverages and Fast-Moving Consumer Goods (FMCG), Paper and Packaging, Defense, Plastics, Agriculture and Agro-based Industries among others. The Company's broad industrial reach underscores its capability to serve a wide-ranging customer base with sustainable, high-quality solutions across global and national markets.

IV. Employees

20. Details of Employees & Workers (Permanent & temporary) as at the end of Financial Year: 2025-26

a. Employees and workers (including differently abled):

Sr.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	435	398	91.49%	37	8.51%
2.	Other than Permanent (E)	41	36	87.80%	05	12.20%
3.	**Total employees (D+E)**	476	434	91.18%	42	8.82%
	WORKERS					
4.	Permanent (F)	05	05	100%	----	----
5.	Other than Permanent (G)	814	810	99.51%	4	0.49%
6.	**Total workers (F+G)**	819	815	99.51%	4	0.49%

b. Differently abled Employees and workers:

Sr.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	01	01	100%	----	----
2.	Other than Permanent (E)	----	----	----	----	----
3.	**Total differently abled employees (D+E)**	01	01	100%	00	00
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	----	----	----	----	----
5.	Other than permanent (G)	01	01	100%	----	----
6.	**Total differently abled workers (F+G)**	01	01	100%	----	----

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	2	33.33
Key Management Personnel	2	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past three years)

	Current Financial Year FY 2025-26 (Turnover Rate in Current FY)			Previous Financial Year FY 2024-25 (Turnover Rate in Previous FY)			FY 2023-24 (Turnover Rate in the Year Prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.25%	5.40%	10.90%	15.5%	17.6%	15.4%	14.8%	18.8%	16.4%
Permanent Workers	0%	0%	0%	0%	0%	0%	1.4%	0%	1.4%

Note: Manpower strength is considered on the last day of the financial year i.e., 31st day of March.

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

The Company has no holding / subsidiary / associate companies / joint ventures.

VI. Corporate Social Responsibilities (CSR) Details:

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

(ii) Turnover (in ₹ in crore) : **₹ 2153.69 Crore**

(iii) Networth (in ₹ in crore) : **₹ 1791.80 Crore**

VII. Transparency and Disclosures Compliances:

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

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 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints Pending Resolution at Close of the Year	Remarks	Number of complaints filed during the year	Number of complaints Pending Resolution at Close of the Year	Remarks
Communities	Yes, https://www.voltamptransformers.com/contact_us	----	----	----	----	----	----
Investors (other than share holders)	Yes, https://www.voltamptransformers.com/investors_desk	----	----	----	----	----	----
Shareholders	Yes, https://scores.sebi.gov.in/	----	----	----	----	----	----
Employees and workers	Yes, https://www.voltamptransformers.com/contact_us	----	----	----	----	----	----

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 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints Pending Resolution at Close of the Year	Remarks	Number of complaints filed during the year	Number of complaints Pending Resolution at Close of the Year	Remarks
Customers	Yes, https://www.voltamptransformers.com/contact_us	----	----	----	----	----	----
Value Chain Partners	Yes, https://www.voltamptransformers.com/contact_us	----	----	----	----	----	----
Other (others who do not fall under above categories) please specify	Yes, https://www.voltamptransformers.com/contact_us	----	----	----	----	----	----

Note : The policies guiding VTL'S conduct with all its stakeholders including grievance mechanism are available on the company's website:https://www.voltamptransformers.com/investors_desk

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

Strengthening the materiality assessment process from the previous year, our Company has broadened its stakeholder engagement to better understand the evolving landscape of risks and opportunities. This expanded dialogue with both external and internal stakeholders has enabled our Company to refine the classification of material issues, ensuring that its sustainability strategy remains robust and responsive to the most pertinent challenges and opportunities.

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	Employee health Safety, well being and secure operations	Risk	Control of hazards and risks at workplace(s) by implementing controls effectively to ensure these hazards and risks do not cause harm to employees and workers is on top priority. Failure to ensure the health, safety and wellbeing of the Company's workforce can impact productivity. This can consequently affect our business operations, customer satisfaction and profitability.	The Company strives to foster a safe work environment and ensure zero harm. To mitigate risk, we strictly follow the rules and procedures laid down by our stringent health and safety management systems. We regularly conduct training to create awareness on safe working conditions. Continuous safety improvement initiatives are undertaken.	Negative

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)
			Unsafe condition can lead to accidents, injuries and reputational damage affecting employee morale and retention. Inadequate safety measures and non-conformance to standards may increase the risk of workplace injuries and health concerns.	Structured processes for safety management are established. Our Company conducts regular risk assessments, provides safety training and monitors practices, while promoting employee well being through mental health programs.	
2	Climate change and carbon neutrality	Risk/ Opportunity	Energy efficiency, reducing GHG emissions, Increase use of non-fossil fuel use of renewable energy and efficient use of water. Climate change is a significant risk for companies due to global and local regulations becomes more stringent. To mitigate this risk, companies must adopt more sustainable practices and offer environment-friendly products to meet the changing demands of their customers and stakeholders.	NA	Positive
3	Responsible Sourcing	Risk	Organizations are under increased pressure from their various stakeholders and regulators to mitigate environmental social and governance (ESG) risk exposures with in their supply chain. By not having a sustainable sourcing practice, a Company may be exposed to more risks.	Integrating sustainable practices in to selecting suppliers by conducting a programs and practices to review and assist suppliers to adhere to sustainable practices. By adapting sustainable sourcing, we can effectively reduce our overall risk, improve our brand equity and attract new clientele.	Negative
4	Sustainable Products & Services	Opportunity	Promoting a circular economy by meeting customer and societal requirements for sustainable products and services, while also adhering environmental responsibility during product usage. Compliance with evolving regulations is achieved through thoughtful product design and lifecycle management practices.	NA	Positive

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	Energy and Waste Management	Opportunity / Risk	The Company recognizes energy as a major operational cost and has identified opportunities to reduce expenses and emissions by adopting energy-efficient equipment and integrating renewable energy sources where feasible. Effective energy management has led to cost savings, increased efficiency, regulatory compliance and enhanced reputation. Similarly, waste management is a material concern due to its environmental and health impacts, along with growing regulatory pressure. To address this, the Company has implemented sustainable practices such as recycling and waste reduction, minimizing its environmental footprint while ensuring compliance and supporting long-term business growth.	The Company has formalized its approach to energy and emissions management by integrating renewable energy where feasible and promoting energy-efficient practices. Comprehensive waste management systems are in place at factory sites to mitigate environmental and health risks. All operations are conducted in compliance with relevant environmental regulations and standards.	Positive / Negative
6	Human Rights and Labor Conditions	Risk	Identification, evaluation and managing Human Rights risks in its operation and supply chain and its consequences.	The Company has Human Rights policy and control standard is in place to evaluate Human Rights risks at all levels of operations.	Negative
7	Cyber Security and Data Privacy and Management	Risk	Cyber and data security pose dual roles as risks and business opportunities, offering potential benefits to all stakeholders. The management of risks associated with the acquisition, storage and utilization of sensitive, confidential and/or proprietary customer or user data is crucial.	The company has adopted standards for ensuring cyber security and data privacy management ensuring personal data protection bearing highest significance.	Negative

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)
8	Integrity and Anticorruption	Risk	Implementing a robust management system is imperative to ensure the Company and its employees adhere to all relevant laws, regulations, standards and ethical guidelines within the organization and its industry. Upholding ethical, legal and responsible conduct is paramount, as any deviation could result in severe consequences.	The Company has a very stringent policy that applies to all which provides a framework for employees and stakeholders to put business principles into practice with utmost integrity. The Company regularly evaluates integrity and non-compliance is strictly acted upon.	Negative
9	Diversity and Equal Opportunity and inclusion	Opportunity	The Company is dedicated to fostering a diverse and inclusive workplace through equitable hiring and promotion practices, with a particular focus on accelerating the career advancement of women. A diverse workforce enhances creativity, innovation and decision-making by bringing together a broad range of perspectives and experiences. This, in turn, supports stronger customer engagement and contributes to improved business performance.	Our continued progress on the path of diversity and equal opportunity reflects our belief that inclusion is fundamental to who we are. We are dedicated to cultivating a workplace free of barriers—one where every individual is empowered to thrive and reach their fullest potential. Through our Equal Opportunity Policy, we ensure fair hiring and career development practices that embrace people of all genders and diverse backgrounds. This inclusive approach not only enriches our workplace culture but also drives sustainable organizational growth.	Positive
10	Innovation and Technology	Opportunity	The Company sees significant opportunities to develop and deliver cutting-edge technology solutions while integrating sustainability into both its products and services. Backed by strong internal engineering and R&D capabilities, the Company is actively innovating to address evolving customer needs.		Positive

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)
11	Customer Satisfaction	Risk	Customer Satisfaction is key to maintaining business continuity, profitability and competitive advantage; poor satisfaction can lead to loss of business and reputational damage.	The Company prioritize high quality product and service delivery, actively seeks customer feedback and implements improvements to meet customer satisfaction.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Sr.No.	PRINCIPLES
P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Sr.No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1. a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c.	WebLink of the Policies, if available	www.voltamptransformers.com/investors_desk/policies								
2.	Whether the entity has translated the policy into procedures. (Yes /No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to 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, Fair trade, Rainforest Alliance, Trustee standards (e.g.SA8000, OHSAS, ISO, BIS) adopted by your Entity and mapped to each principle.	The following management systems have been implemented: ISO 9001:2015 Quality Management System, ISO 14001:2015 Environment Management System, ISO 45001:2018 Occupational Health & Safety Management System BIS - to ensure the quality and reliability of products in accordance with Indian Standards.								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Specific commitments/ targets	Target 2027	Target 2030	Achieved during FY 2025-26
Electricity usage from renewable energy	100	-	Initiatives are currently underway to fulfill the stated commitments in a structured and timely manner.
Net zero emissions of GHG (scope 1 & 2)	70	100	
Net zero waste to landfill	100	-	
Water neutrality for owned operation	100	-	
Increase in diversity ratio	15%	33%	
Supply chain assessment on ESG	100	-	

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

To achieve carbon-neutrality in its own operations, first step is to invest in fossil free electricity and energy efficiency, ensuring its facilities are as efficient as possible. As part of carbon neutrality, the Company has installed solar rooftop for electrification at all factory locations and set a deadline by 2027 all the electricity needs will be fulfilled from renewable sources only. The Company prioritizes water conservation, employing various measures to reduce freshwater consumption and installing efficient wastewater treatment systems across its manufacturing sites. Embracing a Zero Liquid Discharge approach, Savli unit recycle treated wastewater for gardening promoting both economic efficiency and environmental sustainability.

Governance, leadership and oversight

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

Voltamp's Commitment to Sustainability and ESG Integration: At Voltamp, we believe that sustainability is not merely a business obligation, but a strategic advantage and a core principle that underpins every facet of our operations. Our sustainability approach is rooted in the seamless integration of economic growth, social responsibility and environmental stewardship, all aimed at enhancing the quality of life for our stakeholders and the communities we serve. We are committed to aligning our values and business operations with the expectations of customers, employees, value chain partners, investors, regulators and society at large. Sustainability guides our decisions and actions, enabling us to build long-term resilience, trust and shared value.

Progress on the ESG Journey: Voltamp has taken significant steps on its Environmental, Social and Governance (ESG) journey. We have launched targeted initiatives to reduce the carbon intensity of our operations. Recognizing energy as a major operational cost, we have adopted energy-efficient technologies and increased the share of renewable energy, including rooftop solar installations. In parallel, our portfolio of energy-efficient and environmentally responsible products empowers our customers to optimize their energy use.

Environmental Stewardship: Environmental responsibility has been a part of Voltamp's ethos long before ESG became mainstream. Our environmental priorities include climate action, resource conservation (energy and water) and effective waste management. We actively measure Scope 1 and 2 greenhouse gas (GHG) emissions and implement reduction strategies to lower our carbon footprint. As a Responsible Company, we are committed to continuous improvement in health, safety and environmental outcomes across our product and operational lifecycles.

Social Responsibility and Community Engagement: On the social front, Voltamp is dedicated to creating inclusive growth through education, healthcare and skill development initiatives. Our Corporate Social Responsibility (CSR) programs focus on empowering communities and ensuring equitable access to opportunities. We provide a safe, fair and healthy work environment for all employees and business partners and are committed to upholding human rights, promoting diversity and inclusion and fostering a culture of integrity and respect.

Governance and Ethical Conduct: Strong governance is central to our operations. Voltamp adheres to high standards of corporate governance, transparency and accountability. Our governance framework is reinforced through well-defined policies, including a Code of Conduct, Whistleblower Policy and Prevention of Sexual Harassment (POSH) Policy. We maintain robust systems that support ethical business practices, stakeholder trust and long-term value creation.

Challenges and Continued Commitment: While we have made significant progress, the ESG journey comes with challenges. These include transitioning legacy infrastructure to sustainable alternatives, the cost implications of adopting advanced technologies, monitoring sustainability practices across the supply chain and ensuring robust ESG data collection and reporting. Despite these complexities, Voltamp remains committed to overcoming them through innovation, strategic partnerships and continuous improvement.

Over the past year, our tangible achievements—such as sourcing renewable electricity for key facilities, installing solar energy systems and recharge well for rain water harvesting —reflect our dedication to a more sustainable future. We recognize the road ahead is long, but our resolve to drive meaningful change remains unwavering.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility and Sustainability Policy(ies).	The Sustainability Committee of the Board is responsible for implementation and oversight of the Business Responsibility and Sustainability Policies.
9.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board Sustainability Committee is responsible for the implementation of the Policies. **Composition of Committee:** Mr. Kunjal L. Patel Chairperson of Committee – Vice Chairman & MD Mr. Kanubhai S. Patel Member of Committee – Chairman & MD Mr. Sameer Khera Member of Committee – Independent Directors Mrs. Taral K. Patel Member of Committee – Non Executive Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	**Indicate whether review was undertaken by Director/ Committee of the Board / Any other Committee**									**Frequency (Annually / Half yearly / Quarterly / Any other – please specify**								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action	Yes									On a need basis								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes									On a need basis								

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

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated : **Not Applicable**

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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 of KMP/ BOD/ Employees other than BOD & KMPs, Workers:

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	1	The Board is familiarized on the Company's Core Values, Code of Conduct, Business risk and update of various applicable laws.	100.00%
Key Managerial Personnel (KMP)	1	Key Managerial Personnel familiarized on the Company's Core Values, Code of Conduct, Business strategy, risk and update of various applicable laws.	100.00%
Employees other than Board of Directors and KMPs Workers	35	Familiarized on the Company's Code of Conduct, EHS, Waste Management, Environmental Management, Ethics and their operational topics.	70%

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

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, Voltamp is committed to strong ethical governance. We have a clearly defined *Code of Conduct* that sets expectations for integrity and responsible behavior, including a zero-tolerance stance on bribery and corruption. Our publicly available *Anti-Corruption and Anti-Bribery Policy* outlines safeguards against unethical practices such as facilitation payments and kickbacks. Additionally, our *Whistle Blower Policy* provides a secure channel for employees, directors and stakeholders to report misconduct or suspected fraud confidentially and without fear of retaliation. The same is available on website of the Company i.e. https://www.voltamptransformers.com/index.php/dashboard/policies

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

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

7. **Provide details of any corrective action taken or underway on issues related to fines /penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. :** Not Applicable

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

Particulars	(Current Financial Year) FY 2025-26	(Previous Financial Year) FY 2024-25
Number of days of accounts payables	1	1

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	(Current Financial Year) FY 2025-26	(Previous Financial Year) FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4.42%	4.02%
	b. Number of trading houses where purchases are made from	390	51
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	59.00%	56.00%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	----	----
	b. Number of dealers / distributors to whom sales are made	----	----
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	----	----
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	----	----
	b. Sales (Sales to related parties / Total Sales)	----	----
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	----	----
	d. Investments (Investments in related parties / Total Investments made)	----	----

Leadership Indicators

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

Company facilitates capacity building workshops and awareness sessions for its key value chain partners including suppliers/vendors to educate and create awareness on promoting sustainable operations and responsible business conduct. This covers aspects such as environmental preservation, resource efficiency, water conservation, safety, quality, human rights, labour practices and biodiversity protection.

Total number of awareness programs held	Topics /principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the Awareness Programs
2	Awareness on Health, Safety, Environment protection, Waste Disposal, Air Pollution, Sustainability, Integrity and Human Rights	70%

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

Yes, The Company has established processes to manage conflicts of interest involving Board members. The *Code of Conduct*, applicable to all Directors, requires prompt disclosure of any potential, actual or perceived conflicts. Directors submit an annual declaration confirming compliance and their commitment to act solely in the Company's interest. Disclosures include interest in other entities and Directors abstain from discussions on matters where they are concerned or interested.

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 products and processes to total R&D and capex investments made by the entity, in current & previous FY respectively.**

Type	(Current Financial Year) FY 2025-26	(Previous Financial Year) FY 2024-25	Details of improvements in environmental and social impacts (both years)
R&D	----	----	To set up a new state-of-the-art facility for manufacturing power transformers up to 250 MVA and 220 KV rating, entailing a capital expenditure up to INR 200 crores with installed capacity of 6000 MVA p.a., in first phase.
Capex	95.52 Crore	43 Crore	

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

Yes.

The Company has established a Code of Conduct for its suppliers and third-party intermediaries, outlining their responsibilities concerning ethics, integrity, human rights, environmental protection, health - safety and fair working conditions. As a guiding principle, the Company prioritizes partnerships with suppliers who demonstrate compliance and commitment to sustainable practices.

During the year, the Company developed a Sustainable Supply Chain Framework, which defines its approach, expectations and processes for embedding sustainability across the supply chain. Voltamp encourages all supply chain partners to implement appropriate management systems and practices that promote ethical, responsible and lawful operations, in alignment with ESG standards and continuous improvement.

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

In transformer business, the major components include copper, electrical steel, transformer oil, insulation material, Epoxy, Resin and hardener which comprises 70% of the total input which are sourced sustainably.

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.**

Voltamp manufactures transformers using biodegradable and environmentally friendly materials that are recyclable, reusable or disposable through specific processes. Solid insulation, made from naturally occurring cellulose, is both biodegradable and recyclable, while electrical magnetic steel is reused across various electrical applications in the industry. The manufacturing processes are designed to be safe and environmentally responsible.

The Company has established policy guidelines to manage waste and scrap generated at the end-of-life stage of transformers, in accordance with regulatory requirements. All waste is entrusted to authorized disposal service providers to ensure proper handling. Plastic containers are shredded, rendered unusable and then sent to processors for recycling.

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.**

Not applicable. However, waste generated during manufacturing is collected and disposed off to state pollution control board approved recyclers.

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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?

To understand the environmental impact of its products over their lifecycle, Voltamp has performed LCAs for most of its major products.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
27102	Transformer	100 %	For end user of the product	No	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.

Name of Product/Service	Description of the risk / concern	Action Taken
Cast Resin Transformer	End coil wastage	Sent to Pollution Control notified TSDF
Ring Main unit	SF6 Leakage	Gas filled within enclosed leakage free chambers

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

Indicate input material	Recycled or re-used input material to total material	
	Current Financial Year 2025-26	Previous Financial Year 2024-25
Recycle / Reused Material	----	----

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

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	----	24.8 MT	----	----	75 MT	----
E-waste	----	3.91 MT	----	----	4.5 MT	----
Hazardous waste	----	----	140.125 MT	----	----	118.1 MT
Other waste	----	1118.01 MT	----	----	61 MT	----

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
----	Not applicable

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 (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	398	376	94.4%	376	94.4%	----	----	----	----	----	----
Female	37	32	86.4%	32	86.4%	37	100%	----	----	----	----
Total	435	408	93.8%	408	93.8%	**37**	**8.50%**	----	----	----	----
Other than Permanent employees											
Male	36	36	100	36	100%	----	----	----	----	----	----
Female	05	05	100	05	100%	05	100%	----	----	----	----
Total	**41**	**41**	**100**	**41**	**100%**	**05**	**12.20%**	----	----	----	----

Note: The well-being of other than permanent employees is managed through contractual terms and conditions including social security benefits and obligations.

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

Category	Total (A)	% of wrokers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	05	05	100%	05	100%	----	----	----	----	----	----
Female	----	----	----	----	----	----	----	----	----	----	----
Total	05	05	100%	05	100%	----	----	----	----	----	----
Other than Permanent workers											
Male	810	92	11.36%	810	100%	----	----	----	----	----	----
Female	04	----	----	----	----	----	----	----	----	----	----
Total	814	92	11.30%	810	99.51%	----	----	----	----	----	----

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

Particulars	Current Financial Year 2025-26	Previous Financial Year 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.06%	0.04%

2. **Details of retirement benefits offered to workers & employees, for the Current FY and Previous Financial Year: ESI; PF; Gratuity; others, please specify:**

Benefits	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employee State Insurance (ESI)	7%	100%	Y	12%	100%	Y
Others– please specify	----	----	----	----	----	----

3. **Accessibility of workplaces**

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

Yes, the Company's premises and offices are fully accessible to employees and workers with disabilities, in compliance with the Rights of Persons with Disabilities Act, 2016. We are committed to providing an inclusive and supportive environment, ensuring that all facilities are equipped to accommodate individuals with special needs.

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

Yes. The Company has implemented an *Equal Opportunity Policy* that ensures all qualified applicants are provided with equal opportunities in employment, promotions, skill development and career advancement. The policy strictly prohibits discrimination based on race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age or nationality. This commitment is integral to fostering a diverse and inclusive workplace for all. For further details, kindly refer to the https://www.voltamptransformers.com/index.php/dashboard/policies.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

6. **Is there a mechanism available to receive and redress grievances for the following permanent & temporary categories of employees and worker? If Yes, give details of the mechanism in brief for all the above-mentioned categories:**

Yes, there are multiple way, the employees can report their concerns / grievances. The employees may report to immediate reporting manager/ HR representative of the Company, Internal committee – Prevention of Sexual Harassment (POSH) etc. The grievances received will be thoroughly examined and enquiries will be done in a given time frame to resolve the same.

We have grievance mechanism in place where one can approach the concerned department as per the procedure prescribed.

Category	(Yes/ No) (If yes, then give details of mechanism in brief)
Permanent Worker	Policy related to mechanism available on website https://www.voltamptransformers.com/index.php/dash-board/policies The grievance redressal process of the Company follows a structured four-step approach: it begins with informal discussions between the employee and their immediate manager to resolve issues amicably; if unresolved, the employee may submit a formal written grievance. This is followed by a grievance hearing conducted by a designated grievance manager, where the employee may be accompanied by a colleague. Lastly, if dissatisfied with the outcome, the employee can file an appeal to a senior manager, whose decision concludes the internal process. Throughout, the mechanism ensures fairness, confidentiality, and timely resolution in accordance with company policy and applicable laws.
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

7. **Disclose No. & percentage of Membership of total permanent male & female both categories employees and workers in association(s) or Unions recognized by the listed entity for both current & previous Financial Years:** The company does not have any employee associations. However, the Company recognize the right to freedom of association and does not discourage collective bargaining.

Category	(Current Financial Year 2025-26)			(Previous Financial Year 2024-25)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category who are part of association(s) or union (B)	% (B/ A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category who are part of association(s) or union (D)	% (D/ C)
Total Permanent Employees	435	----	----	381	----	----
- Male	398	----	----	347	----	----
- Female	37	----	----	34	----	----
Total Permanent Workers	05	----	----	----	----	----
- Male	05	----	----	05	----	----
- Female	----	----	----	----	----	----

8. **Details of training on health & safety measures & on skill up-gradation, given to employees & workers based on gender-male & female, & in totality for both current & previous financial years:**

Category	Current Financial Year 2025-26					Previous Financial Year 2024-25				
	Total(A)	On Health and safety measures		On Skill upgradation measures		Total (D)	On Health and safety / wellness		On Skill Upgradation	
		No. (B)	%(B/ A)	No. (C)	%(C/ A)		No. (E)	%(E/ D)	No.(F)	%(F/ D)
Employees (Permanent + Other than Permanent)										
Male	434	338	77.88%	288	66.36%	388	252	64.9%	240	61.86%
Female	42	28	66.67%	22	52.38%	38	25	65.78%	20	52.63%
Total	**476**	**366**	**76.89%**	**310**	**65.13%**	**426**	**277**	**65.02%**	**260**	**61.03%**
Workers										
Male	815	750	92.02%	780	95.71%	692	460	66%	460	66%
Female	04	04	100%	04	100%	04	04	100%	04	100%
Total	**819**	**754**	**92.06%**	**784**	**95.73%**	**696**	**464**	**66%**	**464**	**66%**

9. Details of performance and career development reviews of employees and workers on a gender-male & female & in totality for both current & previous financial years:

The Company has a 'People Development and Performance' procedure which allows sharing of feedback and periodic evaluation of performance for all employees. Employees are responsible to manage and drive their own development, supported by People Leaders and the HR department.

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
- Male	434	398	91.71%	388	351	90.46%
- Female	42	37	88.10%	38	36	94.73%
Total	476	435	91.39%	426	387	90.84%
Workers						
- Male	----	----	----	----	----	----
- Female	----	----	----	----	----	----
Total	----	----	----	----	----	----

10. Health and Safety Management System:

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

If yes, the coverage of such a system?

The organization has established and implemented a robust Occupational Health and Safety (OHS) Management System in accordance with the ISO 45001:2018 standard and is certified for its commitment to providing a safe and healthy working environment for all employees and workmen. The system is designed to prevent work-related injuries and ill health, while fostering continual improvement in OHS performance.

The Company is committed to the ongoing enhancement of its environmental, occupational health and safety performance across all activities, products and services by:

❖ Identifying and ensuring compliance with all applicable legal and other regulatory requirements;

❖ Minimizing occupational illnesses and injuries, reducing waste and pollution and promoting the conservation of natural resources;

❖ Strengthening environmental, health and safety awareness among employees and all associated stakeholders through effective communication, training and engagement.

This commitment applies across all operational locations, including the factory premises and corporate office and encompasses the health and safety of employees, contractors, visitors and other relevant stakeholders.

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

Health, Safety and Risk Management Practices

The Company has implemented a comprehensive framework to manage risk factors across technical and commercial functions, aimed at preventing incidents, injuries and occupational illnesses. Key elements of the Company's Health, Safety and Environment (HSE) management approach include:

1. **Defined Work Methodology and Risk Assessment:**

   Standardized work procedures are established and hazard identification and risk assessments are conducted for both routine and non-routine activities. Activity-based risk assessments are carried out for operations presenting potential HSE risks. Tools such as HSE checklists and near-miss reporting systems are utilized to identify and monitor exposure-related activities.

2. **Site Inspections, Reviews and Audits:**

   Regular site reviews, safety inspections and internal audits are conducted to evaluate safety preparedness and ensure compliance with established safety protocols.

3. **Training on Occupational Health and Safety:**

   Comprehensive occupational health and safety training is provided to all employees upon joining, with periodic refresher sessions to reinforce awareness and safe work practices.

4. **Induction Training for Employees and Contractors:**

   All employees and contractors personnel undergo structured induction training upon onboarding, focusing on site-specific safety procedures, emergency response protocols and hazard awareness.

To further strengthen safety governance, a dedicated Safety Committee has been constituted at the factory premises. The committee is responsible for monitoring the effectiveness of safety measures and ensuring timely implementation of corrective and preventive actions as necessary.

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

The organization has established robust safety protocols and health measures to maintain a safe and productive work environment. Employees are encouraged to actively participate in safety initiatives, including the authority to report hazards and invoke Stop Work Authority in the event of imminent risk. Additionally, all work-related hazards, injuries, unsafe conditions and acts are reported through a defined procedure at the factory premises, with near-miss incidents documented and reviewed by a team of safety experts.

To further promote a strong safety culture, the Company has implemented a Behavior-Based Safety (BBS) program that fosters safe work practices, identifies and corrects unsafe behaviors and maintains a record for continual improvement. To reinforce compliance, a dual approach has been adopted—recognition programs reward individuals for exemplary safety practices, while a consequence management system addresses breaches of safety protocols, ensuring sustained focus on occupational health and safety across all levels.

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

The organization is committed to ensuring the health and well-being of its workforce through well-established medical and first aid facilities. On-site medical centres are readily accessible to all employees and workers, providing immediate healthcare support in case of emergencies or unforeseen medical conditions. First aid stations are strategically placed across the premises to offer timely assistance when needed. These comprehensive healthcare measures reflect the organization's dedication to maintaining a safe and healthy work environment for both permanent and contractual personnel.

Furthermore, a group medical insurance policy has been extended to all permanent staff and, offering the benefit of cashless treatment at affiliated hospitals or reimbursement of medical expenses incurred. This integrated approach to occupational health care reinforces the organization's commitment to the overall well-being of its workforce.

11. Details of Safety-Related Incidents for both employees & workers in current & previous FYs for, in the following format:

Safety Incident / Number	Category	Current Financial Year 2025-26	Previous Financial Year 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers (Including the contract workforce)	2.38	5.38
Total recordable work-related injuries	Employees	0	0
	Workers (Including the contract workforce)	13	9
No.of fatalities	Employees	0	0
	Workers (Including the contract workforce)	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers (Including the contract workforce)	0	0

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

The Company places the highest priority on the health, safety and well-being of its employees—both permanent and contractual—by implementing a robust Health, Safety and Environment (HSE) Management System aligned with ISO 14001 and ISO 45001 standards. Activity-based risk assessments are conducted for routine and non-routine operations, supported by a comprehensive Permit to Work system and a documented Hazard Identification and Risk Assessment process. Hazards and control measures are communicated prior to task execution and monitored for effectiveness. Regular internal and external audits, as well as pre-employment medical assessments, ensure continual compliance and improvement across all operations.

A structured training framework is in place, developed based on competency assessments and tailored to different roles. All employees and personnel working on behalf of the Company are required to participate in HSE training. Best practices such as workplace exposure measurement, incident reporting, periodic safety audits and emergency preparedness drills are integral to daily operations. A fully equipped Occupational Health Centre (OHC), staffed with a Factory Medical Officer and supported by empanelled hospitals, provides accessible medical support. Safety committees and councils at various locations further strengthen governance through regular reviews and prompt corrective action.

Safety is a standing agenda at Board meetings, with Directors actively monitoring Environmental, Health and Safety (EHS) performance. The Company maintains a strong commitment to sustainability by promoting energy conservation, reducing carbon emissions and integrating renewable energy sources. All incidents, near-misses and unsafe acts are thoroughly investigated and preventive measures are implemented to drive the goal of zero incidents. Through continued investment in safety infrastructure and awareness, the Company fosters a proactive safety culture that protects its workforce and surrounding communities.

13. Number of Complaints filed & pending along with remarks on working conditions & health & safety made by employees and workers for current & previous FYs:

Particulars	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessment for the year:

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

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: All safety-related events and incidents are systematically analysed, reviewed and validated to identify root causes. Corrective and preventive actions arising from these investigations are implemented across the organization and appropriately documented within the safety management system to ensure institutional learning and compliance.

The Company is committed to fostering a culture of safety through continuous training and awareness programs. Dedicated **Safety Stewards** are appointed to promote safe work practices, identify potential risks or hazards and initiate timely corrective measures. In addition, regular safety inspections are conducted at plant locations to proactively assess compliance and reinforce preventive controls.

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).:

(A) Employees (Y/N) – Yes.

(B) Workers (Y/N) – Yes

In compliance with legal requirements, all employees and workers are covered under an accident insurance policy.

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 that statutory dues are remitted to respective PF / ESI / Labor Welfare Fund (LWF) etc. authority by the contractors and proof of the same is produced on a periodic basis.:** The Company conducts regular reviews and audits to ensure strict compliance with statutory obligations across its value chain. These compliance checks form an integral part of the vendor due diligence process during the onboarding of new partners. Emphasis is placed on adherence to all applicable legal requirements, particularly those relating to labour welfare, workplace safety and mandatory financial contributions.

   Contract agreements with value chain partners explicitly incorporate provisions related to statutory compliance, including the timely payment and deduction of dues such as Provident Fund (PF) and Employees' State Insurance (ESIC). Contractors are required to submit supporting documentation as evidence of compliance. All findings and compliance reports are presented to the Audit Committee of the Board of Directors and recommendations from the Committee are used to drive continuous improvement in processes and controls.

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

Particulars	Total no. of affected employees / workers		No.of employees/workers that are rehabilitated and placed insuitable employment or whose family members have been placed in suitable employment	
	(Current Financial Year) 2025-26	(Previous Financial Year) 2024-25	(Current Financial Year) 2025-26	(Previous Financial Year) 2024-25
Employees	----	----	----	----
Workers	13	9	----	----

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* .**Upon reaching the age of retirement, and based on organizational requirements, selected employees may be considered for continued engagement with the Company in the capacity of advisors or consultants, subject to mutual agreement and aligned with business needs.

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	70%
Working Conditions	70%

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:**

   The Company requires all value chain partners to strictly comply with its Supplier Code of Conduct, which underpins the organization's commitment to responsible sourcing. This Code clearly outlines the expectations and obligations of suppliers and is fully integrated into the Company's General Terms and Conditions. Suppliers are considered vital members of the Company's extended enterprise and are expected to uphold the same standards and ethical principles.

   Compliance with applicable environmental, health and safety laws, adherence to internationally recognized human rights norms and the promotion of equal opportunity are fundamental requirements. These standards form the baseline for all supplier relationships and reflect the Company's dedication to sustainable and ethical business practices.

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.

The Company employs a dynamic and strategic stakeholder engagement framework to identify and prioritize key stakeholder groups based on their material influence on the Company's ability to create value and the reciprocal impact of the Company's operations on these groups.

Understanding the significance of meaningful stakeholder engagement, the Company actively identifies and collaborates with both internal and external stakeholders, including employees, shareholders, customers, investors, communities, suppliers, vendors and bankers. This identification process is informed by need assessments, business impact evaluations and ongoing engagement with local communities surrounding the Company's manufacturing sites. Established communication channels facilitate open dialogue, enabling the Company to address stakeholder concerns, align strategies with their expectations and foster shared value creation—thereby contributing positively to sustainable societal development.

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

Key Stakeholder Group	Whether identified as vulnerable & marginalised group (Y/N)	Channel of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Company Website, Notice Board), Others	Frequency of engagement (Annually/ Half Yearly/ Quarterly/ others- Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such Engagement.
Employees and Workers	No	Employee communication through structured training programs, performance appraisals, skill development sessions, internal notice boards, engagement initiatives, departmental meetings, surveys, workshops, HR interactions, emails and website updates.	Continual	Purpose: Promoting employee development, well-being and a high-performance culture. Concerns Raised: Career progression, benefits, training opportunities, performance management.
Investors	No	Communication via conferences, AGMs, press releases, stock exchange filings, annual reports, corporate website updates and email. Presentations, Visits, Talks, Postal ballots/e-voting, Analyst/ institutional shareholder meeting.	Annual, Quarterly and on a need basis	Purpose: Ensuring transparency and informed investment decisions through regular disclosures. Concerns Raised: Financial results, strategic outlook, risk mitigation, future growth plans.
Customers	No	Customer engagement through meetings, social media, webinars, brochures, corporate website, video conferencing, site visits and direct communication via email.	Continual and as and when required	Purpose: Delivering innovative and reliable solutions tailored to customer needs. Concerns Raised: Timely delivery, product quality, responsiveness, technical support.

Key Stakeholder Group	Whether identified as vulnerable & marginalised group (Y/N)	Channel of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Company Website, Notice Board), Others	Frequency of engagement (Annually/ Half Yearly/ Quarterly/ others- Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such Engagement.
Communities, civil society/ NGOs and academic groups	No	Outreach through community meetings, CSR initiatives, collaboration with NGOs partners and academia, direct engagement with local authorities, field visits and communication via digital and physical platforms.	Continual, as and when required	Purpose: Empowering communities through education, livelihood enhancement, health and sustainability programs. Concerns Raised: Social infrastructure, economic empowerment, environmental initiatives.
Vendors and Suppliers and Partners	No	Regular vendor assessments, supplier audits, periodic meetings and collaboration sessions under the supplier development program, aligned with sustainability and compliance practices.	As and when required	Purpose: Fostering sustainable supply chain awareness, relationships building through compliance and quality alignment. Concerns Raised: Code of conduct adherence, Sustainability and Cost.
Industry Bodies	No	Participation in industry seminars and conferences for information exchange, collaboration and to remain informed on sectoral developments and opportunities.	As and when required	Purpose: Facilitating collaboration and thought leadership to influence sector-wide progress. Concerns Raised: Emerging opportunities, industry trends, policy alignment.
Governments & Regulatory Authorities	No	Engagements through meetings, regulatory inspections, participation in industry and policy forums, compliance submissions and regular communication through email, website and personal interactions.	As and when required	Purpose: Maintaining full regulatory compliance and contributing to policy development. Concerns Raised: Legal adherence, ESG performance, CSR disclosures, operational approvals.

LEADERSHIP INDICATORS

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board?** The Company's management maintains regular and proactive engagement with its key stakeholders—including investors, customers, suppliers and employees—ensuring alignment with its strategic policies and objectives. Investor relations are facilitated through conference meetings and the Annual General Meeting, providing transparent communication and updates on the Company's performance and initiatives.

   The Board of Directors receives periodic comprehensive updates covering a wide range of topics such as industry trends, customer service developments, digital transformation efforts, corporate social responsibility activities, financial performance and strategic direction. Furthermore, the Board is kept informed about the evolving regulatory landscape, including significant changes, circulars and amendments issued by regulatory authorities such as the Securities and Exchange Board of India (SEBI) and the Ministry of Corporate Affairs (MCA). Feedback from the Board is actively sought to ensure ongoing alignment, governance effectiveness and collaborative decision-making.

2. **Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.:** Yes, Business partners are encouraged to share their input and feedback during various stakeholder interactions. The inputs received from stakeholders as part of the materiality assessment process gets duly incorporated into policies and activities of the entity.

3. **Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups:** The Company's Corporate Social Responsibility (CSR) initiatives are focused on empowering vulnerable and marginalized communities by fostering their sustainable growth and development through targeted, ongoing programs. Our carefully designed interventions have been widely appreciated by local communities, providing youth with valuable skills and enabling them to secure dignified livelihoods.

   Beyond education, the Company actively addresses social inequities through affirmative action, skill development and employability initiatives. The Company's social outreach arm also tackles complex health, safety and environmental challenges faced by disadvantaged and marginalized groups.

   Adopting a comprehensive community development approach, the Company engages with local stakeholders through systematic needs assessments to understand their aspirations for improved education, healthcare and livelihood opportunities. In support of these goals, the Company actively recruits trainees and apprentices from surrounding areas, thereby contributing to the economic empowerment and well-being of the local population.

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS:

ESSENTIAL INDICATORS

1. **Employees and workers (Permanent & Temporary) who have been provided training on human rights issues and policy (ies) of the entity, in the following format for current & previous years:** Employees were given induction training on policies before starting of their work. All the employees were covered.

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	No.Employees Workers Covered (B)	% (B/A)	Total (C)	No.Employees Workers Covered (D)	% (D/C)
Employees						
- Permanent	435	435	100%	381	381	100%
- Other than permanent	41	41	100%	45	45	100%
Total Employees	476	476	100%	426	426	100%
Workers						
- Permanent	05	05	100%	5	5	100.00%
- Other than permanent	814	814	100%	691	691	100%
Total Workers	819	819	100%	696	696	100.00%

As part of its unwavering commitment to upholding human rights, the entity has integrated comprehensive measures into its operational framework to promote a safe, respectful and inclusive work environment. Key initiatives include the active enforcement of a Human Rights Policy, embedding human rights principles within the Code of Conduct, strict compliance with child labour regulations and the establishment of robust policies for the prevention of sexual harassment in the workplace.

To ensure effective understanding and internalization of these values, the entity has instituted a structured induction program for all newly hired employees and workers. This program encompasses targeted training and orientation sessions that emphasize the organization's human rights standards and workplace ethics.

2. Detailsof minimum wages paid to employees and workers (For both current & previous year), in the following format:

Category	Current Financial Year 2025-26					Previous Financial Year 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	398	0	0	398	100%	347	0	0	347	100.00%
Female	37	0	0	37	100%	34	0	0	34	100.00%
Other than Permanent										
Male	36	0	0	36	100%	41	0	0	41	100.00%
Female	05	0	0	5	100%	04	0	0	4	100.00%
Workers										
Permanent										
Male	5	0	0	5	100%	05	0	0	05	100.00%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	810	0	0	810	100%	687	0	0	687	100%
Female	04	0	0	4	100%	04	0	0	04	100.00%

3. Details of remuneration/ salary/ wages of BoD/ KMP/ Employees & Workers (For both Male & Female):

a. *Median remuneration / wages:*

	Male		Female	
	Number	Median Remuneration/ Salary/Wages of Respective Category	Number	Median Remuneration/ Salary/Wages of Respective Category
Board of Directors (BoD) (Whole-time directors)	4	Not comparable as the Independent Directors are eligible for only sitting fees. Only the Executive Directors receive remuneration from the Company as per their appointment agreement. Details of remuneration paid to Directors are available in Corporate Governance Section.	2	Not computable as Non Executive Directors are paid sitting fees only.
Key Managerial Personnel (other than BoD)	2	274835	0	NA
Employees other than BoD and KMP	430	51479	42	58500
Workers	NA	NA	NA	NA

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Gross wages paid to females as % of total wages	**6%**	**7.01%**

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

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

The Company has instituted a comprehensive and structured Grievance Redressal Mechanism to address and resolve employee concerns effectively. The Company has implemented a clearly defined Code of Conduct that articulate expectations regarding employee responsibilities and standards of acceptable behaviour.

The organization operates under key frameworks including the Code of Conduct Business Ethics, the Prevention of Sexual Harassment (POSH) policy and the Whistleblower Policy. Dedicated internal committees have been constituted to oversee and respond to various workplace matters and grievances in a timely and impartial manner.

Employees and stakeholders are provided with multiple secure and confidential channels to report concerns. These include direct access to the Chairperson, Managing Director or Chairperson of the Audit Committee. The grievance process ensures that all reports—are routed appropriately and handled with the utmost confidentiality to protect individuals against any form of retaliation.

The Company's POSH Policy is fully compliant with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This policy applies comprehensively to all individuals, including permanent, contractual, temporary employees and trainees. To foster awareness and sensitivity, Voltamp conducts regular training and awareness sessions on workplace conduct and sexual harassment prevention.

Furthermore, the adoption of Code of Conduct across the organization reinforces the Company's commitment to ethical business practices. Regular training programs are conducted across all business divisions and geographies to embed these principles in day-to-day operations.

Voltamp continues to enhance its human rights due diligence and grievance redressal systems by periodically reviewing policies, procedures and practices. The Company ensures that all concerns—particularly those related to human rights—are addressed with confidentiality and care, thereby fostering a safe and responsive workplace environment.

6. **Number of Complaints on sexual harassment, discrimination at workplace, Child Labour, forced Labour/ Involuntary labour, Wages or other human rights related issues made by employees and workers:**Nil

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	**Nil**	**Nil**	No complaint received	**Nil**	**Nil**	----
Discrimination at workplace	**Nil**	**Nil**		**Nil**	**Nil**	----
Child Labour	**Nil**	**Nil**		**Nil**	**Nil**	----
Forced Labour/ Involuntary Labour	**Nil**	**Nil**		**Nil**	**Nil**	----
Wages	**Nil**	**Nil**		**Nil**	**Nil**	----
Other human rights related issues	**Nil**	**Nil**		**Nil**	**Nil**	----

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

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

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases: The Company upholds the principles of transparency, ethical conduct and gender equality through a robust policy framework and institutional mechanisms. The Company's Whistleblower Policy empowers employees at all levels to report instances of misconduct, unethical practices, regulatory non-compliance or any actions that could potentially compromise the Company's financial integrity or brand reputation. In parallel, the Code of Conduct establishes the ethical and professional standards expected from employees, senior management and Board members, thereby fostering a culture of integrity, accountability and responsible behaviour.

Our commitment to creating a safe, inclusive and respectful workplace is further reinforced by the establishment of a dedicated Internal Committee for the Protection of Women at Workplace, as mandated under the Prevention of Sexual Harassment (POSH) Act. This committee ensures a fair and unbiased grievance redressal process, offering a secure platform for women employees to raise concerns with appropriate investigations and remedial actions to uphold their dignity and rights.

The Company strongly believes in the principles of meritocracy and equal opportunity and operates a zero-tolerance approach to discrimination in any form. Our policy framework reflects this through specific policies on Equal Opportunity, Prevention of Sexual Harassment and Rights of Persons with Disabilities, among others. These policies are designed to promote diversity, protect employee rights and ensure equitable treatment regardless of gender, religion, caste, age, physical ability, sexual orientation or other personal attributes.

To safeguard the interests of complainants in cases related to discrimination or harassment, the Company enforces strict confidentiality protocols. The identity of individuals raising concerns is protected and all reports are handled with discretion and sensitivity. Retaliation of any form against those who report legitimate concerns is strictly prohibited, reflecting the Company's unwavering commitment to ethical conduct and a respectful workplace culture.

9. Do human rights requirements form part of your business agreements and contracts?

(Yes/No): Yes. The business agreements and contracts do include Company's expectations to promote sustainability, fair competition and respect for human rights and extended across the supply chain in the form of Supplier Code of Conduct.

10. Percentage of your plants and offices that were assessed (by entity, statutory authority or third party) for sexual harassment, discrimination at workplace, child labour, forced/ involuntary labour, wages, other human rights related issues for the year:

	% of Your Plants and Office that were assessed (by Entity/ Statutory Authorities/ Third Parties)
Child labour	100%
Forced labour / involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Other please specify	100%

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.: No significant risks/ concerns identified during assessment.

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.: No complaint received in Financial Year 2025-26 for Human Rights violation.

The organization has instituted a comprehensive set of policies and governance mechanisms to ensure a safe, equitable and respectful workplace. Key among these are the Code Conduct of Business Ethics, Prevention of Sexual Harassment (POSH) Policy, Whistleblower Policy and Equal Opportunity Policy. These frameworks collectively serve as robust instruments for addressing human rights-related concerns and ensuring prompt and fair resolution of grievances.

While no structural changes or new business processes have been introduced at this stage, the organization remains steadfast in its commitment to upholding human rights principles. Through this integrated policy framework, the organization reinforces its dedication to fostering a work environment grounded in dignity, inclusiveness and employee well-being.

2. **Details of the scope and coverage of any Human rights due-diligence conducted:** The Company places the highest importance on upholding human rights across all levels of its operations. The Company ensures full compliance with applicable laws and carries out rigorous due diligence across its manufacturing facilities, corporate offices and among contractual workforce. These assessments encompass key human rights indicators such as prevention of child and forced labour, fair wages, workplace safety, non-discrimination, protection against sexual harassment and access to effective grievance redressal mechanisms.

   Our commitment to human rights extends beyond internal operations to our supply chain. Leading suppliers are periodically evaluated against defined Environmental, Social and Governance (ESG) criteria, with human rights being a critical component of this evaluation.

   The Company also remains deeply committed to promoting diversity, equity and inclusion. Special emphasis is placed on ensuring accessibility for persons with disabilities. Infrastructure development and facility planning are undertaken in alignment with the Rights of Persons with Disabilities Act, 2016, incorporating accessible design in workspaces, restrooms, communal areas and circulation zones to ensure seamless mobility and dignity for all employees and visitors.

   Human rights considerations are embedded in various statutory and internal frameworks including the Prevention of Sexual Harassment (POSH) Policy, Child Labour Prohibition and Regulation and Equal Opportunity Policy. Through diligent implementation and continuous monitoring, the Company ensures strict adherence to these laws and policies, thereby fostering a workplace culture rooted in fairness, respect and inclusivity.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? :**Yes, provisions are available. The Company is actively enhancing its infrastructure to eliminate physical and systemic barriers, thereby fostering a more accessible and inclusive environment for individuals with disabilities.

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

   The Company is committed to continuously raise awareness of supply chain members to comply with applicable laws and regulations related to labour and employment, including gender diversity, human rights, child labour, wages, working hours, bribery & corruption, occupational health, safety and environment.

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company has conducted a thorough survey of its top value chain partners, assessing them on a range of Environmental, Social and Governance (ESG) parameters, with a particular focus on human rights. These partners collectively represent a significant portion, contributing to 70% of the total procurement value within the organisation. This initiative underscores our commitment to ensuring ethical practices throughout our value chain, thereby fostering sustainable and responsible business operations.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others–please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.:** Not Applicable

PRINCIPLE 6 **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	(Current Financial Year) 2025-26 [Figures in Giga Joules]	(Previous Financial Year) 2024-25
From renewable sources (GJ)		
Total electricity consumption (A)	4802	3984
Total fuel consumption (B)	----	----
Energy consumption sources (C)	----	----
Total energy consumed from renewable sources (A+B+C)	**4802**	**3984**
From Non-renewable Sources in Gigajoule		
Total electricity consumption (D)	14966	15264
Total fuel consumption (E)	16286	17985
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	31252	33249
Total energy consumed (A+B+C+D+E+F)	36054	37233
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000001674	0.000001925
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) (GJ)	----	----
Energy intensity in terms of physical Output (GJ/Ton)	----	----
Energy intensity *(optional)*–the relevant metric may be selected by the entity	----	----

Note : Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? (Y/N) If yes, name of the external agency: Not Applicable

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

3. **Provide details of water withdrawal from different sources, total volume of water withdrawal & consumed, & Water intensity per rupee of turnover (Water consumed/ turnover), in the following format:**

Parameter	(Current Financial Year) 2025-26	(Previous Financial Year) 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	----	----
(ii) Ground water	21707	23592
(iii) Third party water	----	----
(iv) Sea water/desalinated water	----	----
(v) Others (Rain water & recycled water)	1080	1080
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	22787	24672
Total volume of water consumption (in kiloliters)	**22787**	**24672**
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.000001058	0.000001275
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	----	----
Water intensity in terms of physical Output	----	----
Water intensity *(optional)* – the relevant metric may be selected by the entity	----	----

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

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

Initiatives are taken across all the manufacturing unit to conserve and recycle wastewater, thus ensuring the ZLD (Zero Liquid Discharge). At Savli manufacturing location suitable and efficient wastewater treatment facilities like sewage treatment plants (STPs) are installed with primary, secondary and tertiary treatment to treat wastewater to usable quality water. The entire treated water is used for gardening activities within the location premises. This in-turn has resulted in reduced intake of freshwater.

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
Water discharge by destination and level of treatment (inkilolitres) (i) To Surfacewater	----	----
- No treatment		
- With treatment–please specify level of treatment		
(ii) To Groundwater	----	----
- No treatment		
- With treatment–please specify level of treatment		
(iii) To Seawater	----	----
- No treatment		
- With treatment–please specify level of treatment		
(iv) Sent to third-parties	----	----
- No treatment		
- With treatment–please specify level of treatment		
(v) Others	----	----
- No treatment		
- With treatment–please specify level of treatment		
Total water discharged (in kilolitres)	----	----

* Water used for domestic purposes discharged with VMC

Note : Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? (Y/N) If yes, name of the external agency.: Not Applicable.

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:** The Company prioritizes water conservation, employing various measures to reduce freshwater consumption and installing efficient wastewater treatment systems across its manufacturing site. Embracing a Zero Liquid Discharge approach, Savli unit recycle treated wastewater for gardening promoting both economic efficiency and environmental sustainability. However, the Company has achieved Zero Liquid Discharge across its operations, treating wastewater from domestic and industrial sources through in-house Sewage Treatment Plants with the treated water recycled for various purposes, solidifying its commitment to environmental stewardship.

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

Parameter	*Please specify unit*	(Current Financial Year) 2025-26	(Previous Financial Year) 2024-25
NOx	PPM	8.73	15.44
SOx	PPM	6.03	<5
Particulate matter (PM)	Mg/Meter cube	45.16	51.69
Persistent organic pollutants (POP)	Not Applicable		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

Note : *Also, indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency:* Not Applicable

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

Parameter	*Unit*	(Current Financial Year) 2025-26	(Previous Financial Year) 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	*Metric tonnes of CO2 equivalent*	995.91 MT	1258.36
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	*Metric tons of CO2 equivalent*	2288.7	3036.8
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00000015	0.0000002
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)	----	----	----
Total Scope 1 and Scope 2 emission intensity in terms of physical output	----	----	----
Total Scope 1 and Scope 2 emission intensity (optional) –the relevant metric may be selected by the entity	----	----	----

Note : Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? (Y/N) If yes, name of the external agency.: Not Applicable

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

The Company is actively pursuing sustainability initiatives to achieve net-zero emissions in its operations.

Commitment to Sustainability and Carbon Reduction

Voltamp is steadfast in its commitment to environmental stewardship and is actively working towards achieving net-zero emissions across its operations. The Company continues to implement a range of sustainability initiatives aimed at reducing its carbon footprint and promoting long-term environmental responsibility.

A key initiative includes the installation of solar panels across factory rooftops, contributing to the transition toward renewable energy. Additionally, the Company has introduced a suite of energy efficiency programs that directly target reductions in CO2, emissions. These efforts underscore Voltamp's proactive stance on climate action and sustainable operational practices.

Throughout the year, the Company has undertaken several strategic measures focused on energy conservation and resource optimization, including:

a) Electricity Conservation:

Voltamp has implemented several operational efficiency projects at its manufacturing units. These include:

- Repair and elimination of compressed air leakages,
- Installation of Variable Frequency Drives (VFDs) on various machinery,
- Deployment of motion sensors to minimize unnecessary energy consumption,
- Optimization of effluent treatment plant (ETP) blower operations,
- Replacement of traditional cooling water pumps with energy-efficient models at process cooling towers and
- Comprehensive transition to LED lighting across workshop areas.

These interventions have not only resulted in significant energy savings and reduced greenhouse gas emissions but have also enhanced operational productivity and cost-efficiency.

b) Fuel Optimization:

The Company has also focused on reducing fuel consumption through operational enhancements. This include:

- Optimization of boiler performance, leading to substantial reductions in furnace oil (LHS oil) usage,

These measures have collectively contributed to lowering the Company's carbon footprint while delivering cost advantages.

c) Renewable Energy Adoption:

Voltamp is consistently expanding its reliance on renewable energy sources, aligning its operational strategy with global sustainability goals and national climate commitments.

These continued efforts reflect the Company's integrated approach to sustainability—balancing operational efficiency, energy conservation and environmental responsibility—to pave the way for a low-carbon, greener future.

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

Parameter *(in metric tonnes)*	**(Current Financial Year) 2025-26**	**(Previous Financial Year) 2024-25**
Total Waste generated (in metric tons)		
Plastic waste ***(A)***	24.8 MT	75 MT
E-waste ***(B)***	3.91 MT	4.5 MT
Bio-medical waste ***(C)***	0	0
Construction and demolition Waste ***(D)***	49 MT	238 MT
Battery waste ***(E)***	0	0
Radioactive waste ***(F)***	0	0
Other Hazardous waste. Please specify, if any. ***(G)*** (Used oil, Resin, discarded containers, contaminated cotton waste, paint booth filter)	136.2	207.8
Other Non-hazardous waste generated ***(H)****. Please specify, if any.* (Ferrous-MS & SS) & Non Ferrous (Copper, Aluminium, Wood waste, Sweeping waste etc.) (Break-up by composition i.e. by Materials relevant to the sector)	1128.51 MT	650.98 MT
Total (A+B+C+D+E+F+G+H)	**1342.42**	**1176.28**

Parameter *(in metric tonnes)*	(Current Financial Year) 2025-26	(Previous Financial Year) 2024-25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	----	----
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	----	----
Waste intensity in terms of physical output	----	----
Waste intensity (optional)–the relevant metric may be selected by the entity	----	----
For each category of waste generated, total waste recovered through recycling, re-using or Other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	37.76	651
(ii) Re-used	0	52
(iii) Other recovery operations	0	0
Total	**37.76**	**703**
For each category of waste generated, total wasted is posed by nature of disposal method (in Metric tonnes)		
Category of waste disposal		
(I) Incineration (Including Co-processing)	62.47	81.8
(ii) Land filling	8.9	6.97
(iii) Other disposal operations (Disposed to Co-Processing/pre processing)	74	313
Total	**145.37**	**401.77**

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

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

The Company has established a robust and comprehensive waste management system across its manufacturing facilities, firmly anchored in the principles of Reduce, Reuse, Recycle, Recover and Responsible Disposal. This system reflects the Company's commitment to environmental sustainability and legal compliance.

Key waste management practices include Source-level waste segregation based on type origin and hazard potential, Use of colour-coded and clearly labelled bins to ensure accurate disposal pathways, Collaboration with authorized vendors for collection, treatment and environmentally sound disposal of waste, Adherence to the Environmental Management System (ISO 14001:2015), wherever applicable.

The Company ensures strict compliance with the Hazardous Waste Management Rules, 2016 and guidelines issued by the respective State Pollution Control Boards. Dedicated infrastructure has been developed for the safe collection, storage and handling of hazardous waste generated during manufacturing operations.

All waste is managed in accordance with the provisions outlined in the Consent to Operate and Hazardous Waste Authorization granted by regulatory authorities. Process optimization and technological enhancements are routinely undertaken to minimize waste generation at the source. These continuous improvement efforts play a crucial role in reducing the volume and environmental impact of hazardous waste at the site.

Through this integrated and forward-looking approach, Voltamp continues to strengthen its environmental performance while aligning with national and global standards of sustainable industrial practice.

11. If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wild life sanctuaries, biosphere reserves, wetlands, bio diversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws in the current financial year: Not Applicable

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 there under (Y/N). If not, provide details of all such non-compliances, in the following format: Yes. The Company complies with all applicable environmental laws/ regulations/ guidelines in India.

LEADERSHIP INDICATORS

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

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

(i) Name of the area: Savli

(ii) Nature of operations : Manufacturing of Transformers

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

Parameter	(Current Financial Year) 2025-26	(Previous Financial Year) 2024-25
Water withdrawal by source (in kilolitres)		
(i) To Surfacewater	----	----
(ii) Groundwater	13502	24672
(iii) Third party water	----	----
(iv) Seawater / desalinated water	----	----
(v) Others	----	----
Total volume of water withdrawal (in kilolitres)	13502	24672
Total volume of water consumption (in kilolitres)	13502	24672
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000062692	0.0000013
Water intensity (optional) – the relevant metric may be selected by the entity	----	----
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	----	----
- With treatment–please specify level of treatment	----	----
(ii) Into Ground water		
- No treatment	----	----
- With treatment–please specify level of treatment	----	----
(iii)Into Sea water		
- No treatment	----	----
- With treatment–please specify level of treatment	----	----
(iv)Sent to third-parties		
- No treatment	----	----
- With treatment–please specify level of treatment	----	----
(v) Others		
- No treatment	----	----
- With treatment–please specify level of treatment	----	----
Total water discharged (in kilolitres)	**----**	**----**

Note : *Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency*. ***NA***

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

The Company has started the process for measurement and calculation of emissions of relevant categories as per GHG protocol guidance. It will be reported from next year onwards.

Parameter	Unit	Current Financial Year 2025-26	Previous Financial Year 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	----	----
Total Scope 3 emissions per rupee of turnover		----	----
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		----	----

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on bio diversity in such areas along-with prevention and remediation activities.: Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Rainwater harvesting across factories to achieve water positivity.	Yes	Water footprint reduction
2	Driving (100% energy productivity) based activity across the Company's factories by replacement of conventional lighting with LEDs, compressor efficiency improvement, installed VFDs in Air handling units etc.	Yes	Energy productivity enhancement In line with target
3	Increase in renewable energy component as part of electricity consumption.	The Company has taken initiatives over the years to increase renewable energy component in the electricity consumption mix. These have been done through installation of rooftop solar.	Green house gas emission reduction
4.	Eliminated single-use plastic from plant	Reduction in usage of single-use plastic from the manufacturing plants	To achieve pre-defined sustainable roadmap of the Company
5.	Waste-Water Management	Treatment of waste water and reusing it for gardening process	

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

As a manufacturing entity, Voltamp acknowledges the inherent exposure to a range of technical and operational risks that may impact its business continuity. These include, but are not limited to, technology disruptions, supply chain interruptions, natural disasters, civil unrest and cyber threats. Recognizing the critical importance of operational resilience, the Company has undertaken comprehensive initiatives in Crisis Management and Business Continuity Planning to ensure timely response, effective recovery and mitigation of potential disruptions to its time-sensitive operations.

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.:** Not applicable.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.:** 70% of the Company's value chain partners—measured by the value of business conducted—have been assessed for their environmental impact. This evaluation was carried out using the Company's standardized Sustainable Supply Chain Management checklist, which focuses on key environmental performance parameters. The initiative reflects Voltamp's commitment to fostering environmental responsibility across its supply chain and promoting sustainable sourcing practices.

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 (Name of top 10 trade & industry chambers):** The Company is associated with 3 Industry chambers.

   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	Confederation of Indian Industries (CII)	State & National
2	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
3	Vadodara Chamber of Commerce & Industry (VCCI)	State

2. **Provide details of corrective action taken or under way on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities. :** Not applicable

LEADERSHIP INDICATORS

1. **Details of public policy positions advocated by the entity :** Not applicable

Sr. No.	Public Policy advocated	Method Resorted for Such Advocacy	Whether Information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/Quarterly/ Others – Please specify)	Web Link, if available
None					

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT:UNSDGs Symbol

ESSENTIAL INDICATORS

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

   Not available as SIA was not applicable in the reporting year.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being under taken by your entity, in the following format:** Not available as R&R was not applicable in the reporting year.

3. **Describe the mechanisms to receive and redress grievances of the community. :** We have Established grievance redressal mechanism. Community members may raise concerns or lodge complaints through the Company's dedicated number or official email address, both of which are publicly available on the Company's website. All such submissions are diligently monitored, appropriately addressed and systematically documented in accordance with the provisions of the Company's Whistleblower Policy.

   The Company has established a structured mechanism for receiving and addressing concerns raised by members of the community. A dedicated complaint register is maintained at the manufacturing facility to document and monitor community-related grievances. Site representatives actively engage with local communities to ensure that any issues are resolved in a timely and respectful manner. Additionally, a dedicated email link is available on the Company's official website www.voltamptransformers.com, enabling affected community members to directly share their concerns with the designated personnel responsible for grievance redressal.

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

	(Current Financial Year) 2025-26	(Previous Financial Year) 2024-25
Directly sourced from MSMEs/small producers	29.15%	28.38%
Sourced Directly from within India	99.43%	99.33%

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: (Place to be categorized as per RBI classification system- rural/ semi-urban/urban/metropolitan):**

Location	Current Financial Year 2025-26	Previous Financial Year 2024-25
Rural	28.94	27.23
Semi-urban	0	0
Urban	52.26	59.70
Metropolitan	18.80	13.07

LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference : Question 1 of Essential Indicators above) :** Not applicable

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

Sr. No.	State	Aspirational district	Amount spent (In ₹)
1	Gujarat	Vadodara	4,32,00,000
		Sabarkantha	12,00,000
		Anand	16,00,000
2	Maharashtra	Mumbai	10,00,000

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups ? (Yes/No):** No, the Company does not have such policy as contracts are awarded on merit and not on preference.

   (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 :** Not applicable

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes where in 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
1	Shishu Kit Project	11030	100%
2	Mission Siksha Program	243	
3	Shikhar Science Scholarship Project	342	
4	Akshaya Patra mid-day meal program	2612	
5	Project Unnati - an initiative to uplift women	4766	
6	Project of “Plate of Joy” - provide meals to underprivileged elders	70	
7	Community Mental Health Program	3503	
8	Project of Abhinav Bal Sikshan Kendra	89	
9	Project of providing Transportation facility to differently abled beneficiary	90	
10	Bal Sarjan Project – Promotes development of physical fitness activities	600	
11	English Saathi Project	446	
12	Project “SAMBHAV” – youth leadership initiative	1558	
13	PASS Project: Program After School Support	111	
14	Project Balwadi and Project Training for Rural Economic Empowerment respectively	180	
15	TREE Project - Training for Rural Economic Empowerment	150	
16	The Menstrual Hygiene Management Project	734	
17	Mental Health Counselling Center	215	
18	Speech Therapy & Occupational Therapy	26	
19	Project Pathshala – Initiative of development of underprivileged children	20	
20	Olympic Gold Quest	20	
21	Project for support/ Concession in treatment of needy patient	90	

PRINCIPLE 9	BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER:

ESSENTIAL INDICATORS

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

The Customers may lodge complaints through the Company's official contact number, email or by submitting written communication to the designated marketing officer of the respective branch or region. Upon receipt of a valid complaint, the marketing officer promptly forwards the matter to the technical team while keeping the Strategic Business Unit (SBU) Head informed. Appropriate action is then initiated to resolve the issue to the customer's satisfaction within a mutually agreed timeframe.

Customer feedback is also actively monitored, recorded and analysed to identify areas for improvement. Corrective actions are taken wherever necessary to enhance customer experience and ensure service excellence.

In addition, the Company has implemented a structured system for capturing and responding to customer concerns and suggestions through various channels including direct verbal interactions and formal letters. This approach not only facilitates continuous improvement but also contributes to maintaining a safe and stress-free work environment by proactively addressing potential sources of dissatisfaction.

2. **Turnover of products and/services as a percentage of turnover from all products/service that carry information about, Environmental & social parameters relevant to the product, Safe & responsible usage & Recycling &/ or safe disposal:** The Company's all products and / services carry information about the environmental and social parameters, safety information, recycling and safe disposal through product manual provided along with the product.

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00%
Safe and responsible usage	
Recycling and/or safe disposal	

3. **Number of consumer complaints in respect of the Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices & other Received & pending during current & previous FY:**

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

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

Particulars	Number	Reasons for Recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy?(Yes/No) If available, provide a web-link of the policy:** Yes, the Company has established a comprehensive framework and policy to address cybersecurity and data privacy risks. The Cybersecurity and Risk Management Policy outlines the governance, technical safeguards and operational protocols in place to protect the Company's information assets. The policy is accessible via the Company's official website at: https://www.voltamptransformers.com/index.php/dashboard/policies.

To strengthen cybersecurity awareness, regular training sessions are conducted for employees. The Company follows a structured Data Retention Policy, under which obsolete or unused data is systematically archived and purged. Access to IT infrastructure is role-based and tightly controlled.

Additionally, all servers and databases associated with hosted applications are being upgraded to ensure high availability and operational resilience. Critical systems are routinely subjected to disaster recovery testing to validate preparedness and continuity capabilities.

Further, data protection and privacy measures are detailed in the Company's Data Privacy Policy, which can be accessed at: https://www.voltamptransformers.com/index.php/dashboard/policies

These integrated policies and practices underscore the Company's commitment to safeguarding digital assets, ensuring regulatory compliance and maintaining stakeholder trust.

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**: Nil

   During the financial year, the Company did not encounter any issues pertaining to advertising, delivery of essential services, cybersecurity or customer data privacy. There were no instances of product recalls, nor was there any recurrence of such events. Furthermore, no penalties were imposed, nor were any actions initiated by regulatory authorities in relation to product or service safety deficiencies.

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 :** Nil

   c. **Impact, if any, of the data breaches :** Not Applicable

LEADERSHIP INDICATORS

1. **Channels / platforms where information on products and services of the entity can be accessed (provide weblink, if available). :** The information on products and services are available on the Company website under https://www.voltamptransformers.com.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and / or services. :** The Company is committed to ensuring that customers are well-informed about the safe, efficient and responsible use of its products and services. This is achieved through the provision of comprehensive Product Operation Manuals, customer training programs and on-site technical support. The Company facilitates Factory Acceptance Tests (FAT), offers commissioning assistance at the customer's site and provides ongoing service support. Additionally, any specific information or reports requested by customers are promptly shared to support their operational needs. The Company's technologically advanced products are designed to enhance operational efficiency and promote sustainable growth for its customers. Alongside innovation, Voltamp places a strong emphasis on customer education, ensuring that users fully understand the features, safety protocols and optimal usage practices associated with its solutions.

3. **Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services:** The usage of products and services is outlined in Product operational Manuals.

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