Redington Limited
Block 3, Plathin, Redington Tower,
Inner Ring Road, Saraswathy Nagar West,
4th Street, Puzhuthivakkam,
Chennai 600091, Tamil Nadu, India.
+91 44 42243111
investors@redingtongroup.com
CIN : L52599TN1961PLC028758
www.redingtongroup.com

July 7, 2026

The National Stock Exchange of India Limited,
Exchange Plaza,
Bandra-Kurla Complex,
Bandra (E), Mumbai – 400051.

Symbol: REDINGTON

BSE Limited
Floor 25, Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai — 400 001

Scrip: 532805

Sir/Madam,

Sub: Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26, which also forms part of the Annual Report for the Financial Year 2025-26.

Kindly take the above on record.

For Redington Limited

VIJAYSHYAM ACHARYA KUNJIBETTU
Digitally signed by VIJAYSHYAM ACHARYA KUNJIBETTU
Date: 2026.07.07 16:20:14 +05'30'

K Vijayshyam Acharya
Company Secretary

CERTIFICATE OF NON-DISQUALIFICATION OF DIRECTORS

(pursuant to Regulation 34(3) and Schedule V Para C clause (10)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

To,
The Members of
Redington Limited
Block3, Plathin, Redington Tower, Inner Ring Road,
Saraswathy Nagar West, 4th Street,
Puzhuthivakkam, Chennai, Tamil Nadu, India, 600091

Dear Sir,

I have examined the relevant registers, records, forms, returns and disclosures received from the Directors of REDINGTON LIMITED having CIN L52599TN1961PLC028758 and having registered office at Block3, Plathin, Redington Tower, Inner Ring Road, Saraswathy Nagar West, 4th Street,Puzhuthivakkam, Chennai, Tamil Nadu, India, 600091 (hereinafter referred to as 'the Company'), produced before me/us by the Company for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V Para-C Sub clause 10(i) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In my opinion and to the best of my information and according to the verifications (including Directors Identification Number (DIN) status at the portal www.mca.gov.in) as considered necessary and explanations furnished to me by the Company & its officers, I hereby certify that none of the Directors on the Board of the Company for the Financial Year ending on 31st March, 2026 have been debarred or disqualified from being appointed or continuing as Directors of companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs, or any such other Statutory Authority.

Ensuring the eligibility of for the appointment / continuity of every Director on the Board is the responsibility of the management of the Company. Our responsibility is to express an opinion on these based on our verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

B Chandra Partner CP No 7859
For B Chandra & Associates
Company Secretaries in Practice:
Firm Regn No P2017TN065700
PEER REVIEW 1711/2022
UDIN: A020879H000348241

Place: Chennai
Date: 13.05.2026

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

1	Corporate Identity Number (CIN) of the Listed Entity	L52599TN1961PLC028758
2	Name of the Listed Entity	Redington Limited
3	Date of incorporation	1961
4	Registered office address	Block3, Plathin, Redington Tower, Inner Ring Road, Saraswathy Nagar West, 4th Street, Puzhuthivakkam, Chennai, Tamil Nadu, India, 600091
5	Corporate address	Block3, Plathin, Redington Tower, Inner Ring Road, Saraswathy Nagar West, 4th Street, Puzhuthivakkam, Chennai, Chennai, Tamil Nadu, India, 600091
6	E-mail	esg.global@redingtongroup.com
7	Telephone	+91-44-42243111
8	Website	http://www.redingtongroup.com/
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	1. BSE 2. National Stock Exchange of India Limited (NSE)
11	Paid-up Capital (In ₹)	156 Crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	R Venkatesh (Global Chief Sustainability Officer), +91-44-42243111, esg.global@redingtongroup.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Consolidated Basis (unless specified otherwise)
14	Name of assessment or assurance provider	BSI Group India Pvt. Ltd.
15	Type of assessment or assurance obtained	Reasonable Assurance

II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Distribution of technology products	Wholesale distribution of machinery, equipment, and supplies. [Wholesale of computers, computer peripheral equipment, solar, software, electronic and telecommunications equipment and parts]	99.14

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

S. No	Product/Service	NIC Code	% of total Turnover contributed
1	Whole-sale distribution of Machinery, Equipment and Supplies	465	99.14

III. Operations

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

S. No	Location	Number of Offices	Number of Warehouses	Number of Service centers, Collection centers and Stores	Number of Guest House	Total
1	National	38	82	Nil	3	123
2	International	40	20	27	Nil	87

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

a. Number of locations

S. No	Locations	Number
1	National (No. of states)	28
2	International (No. of countries)	32

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

5.7

c. A brief on types of customers

Redington is a leading multifaceted global technology solutions orchestrator and value added distributor, supply chain management and solutions aggregator for the IT ecosystem. The Company connects leading technology brands with Resellers, Retailers, System Integrators, and Independent Service Vendors of technology products and solutions Its comprehensive portfolio spans Smartphones, Wearables, Desktops, Notebooks , Laptops, Tablet PCs, Printers, Supplies, Gaming Products, Enterprise Infrastructure, Software, Data Security, Cloud Solutions, and Solar Energy Solutions through a distribution network of over 70,000+ channel partners across multiple geographies

IV. Employees

20. **Details as at the end of Financial Year:**

a. Employees and workers (including differently abled):

S. No	Particulars	Total(A)	Male		Female		Other	
			No.(B)	%(B/A)	No.(C)	%(C/A)	No.(H)	%(H/A)
Employees								
1	Permanent (D)	5074	3808	75	1266	25	0	0
2	Other than Permanent (E)	297	216	73	81	27	0	0
3	Total employees (D + E)	5371	4024	75	1347	25	0	0
Workers								
4	Permanent (F)	8383	6806	81	1577	19	0	0
5	Other than Permanent (G)	251	203	81	48	19	0	0
6	Total workers (F + G)	8634	7009	81	1625	19	0	0

b. Differently abled Employees and workers:

S. No	Particulars	Total(A)	Male		Female		Other	
			No.(B)	%(B/A)	No.(C)	%(C/A)	No.(H)	%(H/A)
	Differently abled Employees							
1	Permanent (D)	7	5	71	2	29	0	0
2	Other than Permanent (E)	0	0	0	0	0	0	0
3	Total differently abled employees (D + E)	7	5	71	2	29	0	0
	Differently abled Workers							
4	Permanent (F)	20	18	90	2	10	0	0
5	Other than Permanent (G)	0	0	0	0	0	0	0
6	Total differently abled workers (F + G)	20	18	90	2	10	0	0

21. **Participation/Inclusion/Representation of women:**

	Total(A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	2	25%
Key Management Personnel	5	0	0%

22 **Turnover rate for permanent employees and workers:**

(Disclose trends for the past 3 years)

	FY 2026 (Turnover rate in current FY)				FY 2025 (Turnover rate in previous FY)				FY 2024 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	14	15	0	14	21	20	0	21	17	19	0	18
Permanent Workers	0	0	0	0	0	0	0	0	0	0	0	0

Note: Details pertain to Redington Limited

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

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

Kindly refer Related party disclosures (As per Ind AS 24 "Related party disclosures") in the Financial statements.

VI. CSR Details

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

Yes

ii. Turnover and Net worth (in INR crores)

Particulars	Redington Limited	ProConnect Supply Chain Solutions Limited	Redserv Global Solutions Limited	Total (₹ In Crores)
Turnover	64,181.82	688.78	82.74	64,593.34
Net worth	5,302.89	234.21	17.64	5,554.74

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2026 (Current Financial Year)			FY 2025 (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://redingtongroup.com/wp-content/uploads/2023/05/Whistle-Blower-Policy-1.2.pdf	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		1	0	-	1	0	-
Employees and workers		30	8	-	31	0	-
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-

Redington

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

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environment: Climate Change	Risk (R)	Climate Change risks manifest as strategic risks, operational risks & transitional risks (compliance) which if not tracked & managed adequately could adversely affect our operations, reputation & profitability	Adopt a long-term net zero waste strategy. Key focus areas f: • Implement energy-efficient technologies and practices, such as LED lighting, efficient HVAC systems, and building automation systems • Explore renewable energy options, such as solar to reduce reliance on fossil fuels to contribute to a clean and sustainable energy system. • Incorporate green building practices in facilities by using sustainable materials and water conservation measures. • Transition to cloud-based technologies to reduce energy consumption and reduce the carbon footprint associated with data storage and processing • Undertaking projects such as providing solar lights in rural areas, pond renovation, and tree plantation to promote environmental sustainability.	Negative Implications
2	Environment: Waste Management	Opportunity (O)	Increasing regulations & interest in responsible waste management provide an opportunity for us to embrace our unique role in the ecosystem and play an important part in the circular economy enabling: • Potential increased revenue from additional services • Industry leadership in enabling circular economy through advocacy	• Adopt a long term Zero Waste to Landfill Strategy for waste generated in-house • Collaborate with our stakeholders to understand their most pressing challenges on enabling circular economy & build capabilities to serve their needs • Establish e-waste collection and recycling programs • Optimize reverse logistics for returns.	Positive Implications
3	Social: Employee engagement & Retention	Risk (R)	Low employee engagement and high turnover rates can lead to a decline in productivity, decreased employee morale and increased costs associated with recruitment and training of new employees	• Strengthen employee engagement through regular dialogues with employees through townhall meetings, newsletters, mid-year feedback and surveys to promote open communication and a culture of transparency • Promote continuous learning by implementing individual learning plans to complete a minimum of 50 hours of learning per annum. Encourage employee skill development through employee friendly professional development and benefit policies • Offer competitive compensation and benefits packages to attract and retain top talent • Foster a positive work culture and environment by promoting teamwork recognizing employee achievements, providing a healthy work-life balance and enhancing overall employee wellbeing • Conduct regular employee surveys to assess employee satisfaction and identify areas for improvement	Positive Implications
4	Social: Diversity Equity &, Inclusion (DEI)– Inclusive Growth &Equitable Development	Opportunity (O)	Our goal toward promoting inclusive development and resultant go to market strategies provide us with an opportunity to expand the market & customer base we serve with a potential to improve revenue & growth.	We have a DEI strategy that is monitored by the DEI Council	Positive Implications
5	Governance: Cyber Security	Risk (R)	As part of our daily operations, we handle sensitive information such as customer names, addresses, payment information, and delivery schedules. Protecting this data is essential to maintaining customer trust and avoiding legal and financial consequences.	• Creating a cybersecurity framework to protect the company's data infrastructure, operations, and reputation from internal and external cyber threats. • Periodically assessing cyber threats and continually evaluate organisational preparedness to strengthen cyber resilience and business continuity,through our risk control & management team. • Create a cyber aware culture and enhance preparedness through deployment of tools for simulation, newsletters and training. • Take adequate Cyber insurance coverage	Negative Implications
6	Governance: Supply Chain Management,	Opportunity (O)	Any disruption in the supply chain such as delivery delays, quality issues, or supplier bankruptcies can significantly impact the company's ability to fulfil orders and meet customer expectations.	Diversifying the supplier base across geographies to reduce concentration risk and dependence on single source suppliers, Maintaining strategic inventory buffers for critical components to minimize supply disruptions; implementing advanced demand forecasting tools to optimise inventory levels; building long term relationships with suppliers; conducting regular supplier performance and risk assessment audits, and incorporating contingency planning to strengthen resilience against disruptions	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and Management Processes

1. a. **Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

b. **Has the policy been approved by the Board? (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

c. **Web Link of the Policies, if available**

P1-P9	https://redingtongroup.com/corporate-goverance/

2. **Whether the entity has translated the policy into procedures. (Yes / No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

3. **Do the enlisted policies extend to your value chain partners? (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4. **Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**

P1	(1)
P2	(3)
P3	(3)
P4	(1)
P5	(2)
P6	(3)
P7	(3)
P8	(1)
P9	(2,3,4,5)

*UN Global Compact Act (1), UN Guiding Principles on Business and Human Rights (2), Redington Code of Business Conduct & Ethics conforms to NGRBC (3), ISO 27001 (4), ISO 27701 (5)

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

P1-P9

1) **Net Zero Commitment:** The Company is committed to achieving Net Zero emissions by 2050
   - Achieve 50% renewable energy consumption across operations by 2030.
   - Achieve 50% adoption of green mobility solutions for employee commuting by 2030.
   - Increase the share of green delivery vehicles to 15% of the fleet by 2030.
   - Achieve LEED certification for 12 office locations by 2030.
2) **Circular Economy:** The Company has laid a strong foundation for circular economy practices through e-waste recycling initiatives and is committed to achieving
   - Integrated waste management practices across 50% of operations by 2030.
   - Reduce plastic use in office operations by 50% by 2030.
   - Achieve 90% use of sustainable office consumables by 2029.
   - Achieve 90% sustainable packaging across operations by 2029.
3) **Training:** Provide an average of 8 hours of ESG training per employee annually by 2030.
4) **Conduct ESG assessments** for 75% of high-spend trade and non-trade suppliers by 2030.

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

P1-P9	Company has initiated actions to meet its targets . These are reviewed periodically by CSR & ESG committee of the Board and Management.

Governance, Leadership & Oversight

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

Please refer Chairman's Message, which forms part of this Annual Report.

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

Mr R Venkatesh
Designation: Global Chief Sustainability Officer
Telephone: 044-42243111
Email ID: esg.global@redingtongroup.com

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 CSR & ESG Committee of the board reviews the Company's performance on Environment Social and Governance aspects and oversees the implementation of relevant policies and strategies, formulates and recommends the policy to the Board and monitors budget, activities and expenditure

10. **Details of Review of NGRBCs by the Company**

	Principles	Performance against above policies and follow up action	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	P1-P9	The Company's Business Responsibility policies are reviewed periodically or as-needed by the compliance team, with suggested amendments presented to the Senior Leadership Team, including our MD & Group Chief Executive Officer. This process evaluates the efficacy of existing policies, leading to necessary updates in policies and procedures. Additionally, these policies fall under the oversight of the CSR & ESG Committee of the Board, which convenes bi-annually to assess progress against defined milestones and recommend the adoption of new or revised policies.	We are compliant with the statutory requirements, as applicable to our operations.	Periodically

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 -P9	Nil

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

8 DECENT WORK AND ECONOMIC GROWTH | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Code of Business Conduct, Data Privacy	25%
Key Managerial Personnel	2	Code of Business Conduct, Data Privacy	100%
Employees other than BoD and KMPs	2	Code of Business Conduct, Data Privacy	100%

Note: Details pertain to Redington Limited

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil		

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

Yes.

The Company has implemented a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy as part of its commitment to conducting its business with the highest standards of integrity, ethical conduct and transparent business practices. The ABAC framework is embedded within the Company's Whistleblower Policy and Vigil Mechanism, enabling Directors, employees, and external stakeholders to confidentially report unethical behaviour, suspected fraud, or violations of the Code of Business Conduct.

Key features of the ABAC and Whistleblower framework include:

Confidential Reporting: An independently managed Ethics Helpline is available for the secure and confidential reporting of ethical concerns and policy violations.

Protection Against Retaliation: The Company maintains a Zero tolerance approach towards retaliation. The framework ensures confidentiality and protects whistleblowers from retaliation or victimization. Additionally, no personnel have been denied access to the Chairperson of the Audit Committee.

Governance and Oversight: The policy covers periodic risk assessment, third-party due diligence, training and awareness initiatives, as well as audit and reporting processes.

Gifts and Entertainment: Clear guidelines have been established to help directors, employees, and third parties understand acceptable practices relating to gifts, hospitality, and entertainment to prevent conflict of interest.

Training and Awareness: The Company regularly conducts awareness campaigns and training programs for employees, vendors, distributors, and business partners to reinforce ethical standards and strengthen adherence to the principles of the Code of Business Conduct.

As part of its ongoing commitment to fostering a strong n ethical culture, the Company conducted several awareness initiatives during the year.

https://redingtongroup.com/wp-content/uploads/2023/05/Whistle-Blower-Policy-1.2.pdf

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2026 (Current Financial Year)		FY 2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Nil

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Number of days of accounts payables	58	52

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

Parameter	Metrics	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100	100
	b. Number of dealers / distributors to whom sales are made	19001	16218
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	15	14
Share of RPTs in (%)	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

Note: Disclosures pertain to Redington Limited

LEADERSHIP INDICATORS

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

S. No.	Total number of awareness programmes held	Topics/ principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil			

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

The company has robust processes in place to identify, avoid, and manage potential conflicts of interest involving members of the Board and Senior Management. Each Director discloses their interest or concern in any company, firm, or other association of individuals, including shareholding, at the time of appointment and subsequently on an annual basis or upon any change. Directors also submit an annual declaration under the Company's Code of Conduct, which requires that Directors avoid any activity that could create a conflict of interest between the personal interest of the Director and the business interests of the Company, affirming their commitment to act in the best interests of the Company and avoid situations that may lead to a conflict of interest. Senior Management is also required to confirm annually that they have not entered into any material, financial, or commercial transactions that could potentially conflict with the interests of the Company. During Board meetings, Directors abstain from deliberation and voting on matters in which they are concerned or interested. To facilitate ongoing monitoring, the Corporate Secretarial team maintains a comprehensive database of the interests disclosed by the Directors and KMPs. This database is shared with the Finance department, which flags the relevant parties in the financial system to ensure effective tracking of any transactions involving them.

PRINCIPLE 2

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

ESSENTIAL INDICATORS

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	Not Applicable		
Capex	6.4%	1.28%	CAPEX investments in office infrastructure, equipment, plant & machinery, and fire safety systems enhanced resource efficiency, optimized energy use, strengthened workplace health and safety, improved emergency preparedness, and ensured regulatory compliance, contributing to improved environmental performance and employee well-being.

Note: Disclosures are pertaining to Indian entities.

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
The Company has established procedures for sustainable sourcing through its Supplier Code of Conduct, which outlines expectations for ethical, environmental, social, and governance (ESG) practices across the value chain. The Code will be shared with suppliers to obtain formal acknowledgment and drive alignment with the Company's sustainability commitments.

To strengthen responsible procurement, the Company has implemented a sustainability assessment framework for non-trade suppliers covering key ESG parameters. A risk-based scoring methodology has been established to classify suppliers into high, medium, and low-risk categories, enabling effective risk identification and management. As of the reporting period, the assessment has covered over 65%+ of high-spend non-trade suppliers, with corrective action plans issued to all assessed suppliers to support continuous improvement.

b. **If yes, what percentage of inputs were sourced sustainably?**
Leading brands collectively accounting for to 80%+ of our trade business have sustainable sourcing policies that align with Redington's sustainability objectives

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)**
The Company remains compliant with the Plastic Waste Management Rules and fulfils its Extended Producer Responsibility (EPR) obligations through authorized recyclers, ensuring environmentally sound collection, processing, and recycling of plastic packaging waste. As part of its ongoing commitment to sustainable resource and waste management practices, the Company has established the following targets:
i. Integrated waste management practices across 50% of operations by 2030.
ii. Reduce plastic use in office operations by 50% by 2030.
iii. Achieve 90% use of sustainable office consumables by 2029.
iv. Achieve 90% sustainable packaging across operations by 2029.

b. **E-waste**
The Company complies with the E-Waste Management Rules and fulfils its Extended Producer Responsibility (EPR) obligations through partnerships with Central Pollution Control Board (CPCB)-authorized e-waste recyclers for the collection, segregation, recycling, and environmentally sound disposal of end-of-life IT assets. E-waste generated internally is segregated at source and channelized exclusively through authorized vendors, ensuring end-to-end traceability and compliance with applicable regulatory requirements.

c. **Hazardous waste**

The Company complies with the Battery Waste Management Rules, 2022 and fulfils its Extended Producer Responsibility (EPR) obligations through engagement with Central Pollution Control Board (CPCB)-authorized battery waste recyclers for the safe collection, storage, recycling, and disposal of battery waste. Battery waste generated internally is segregated at source and channelized through authorized recyclers, ensuring end-to-end traceability and compliance with applicable regulatory requirements.

d. **Other waste**

General waste categories arising from office and warehouse operations, including paper and cardboard, are managed through source-level segregation and routed to authorized recycling and waste management partners to support environmentally sustainable disposal and material recovery practices.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's operations for E-Waste, Battery Waste and Plastic Waste.

The Company has submitted EPR plans to Central Pollution Control Boards in accordance with the applicable rules, including the Plastic Waste Management Rules, E-Waste Management Rules, and Battery Waste Management Rules.

The waste collection and management activities are being carried out in line with the approved EPR targets. Authorized recyclers ensure collection, recycling, and environmentally sound disposal. Compliance is monitored periodically, and traceability is maintained through documentation and reporting mechanisms.

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.**

Redington Ltd. is engaged in distribution and does not undertake manufacturing or service activities. Hence, Life Cycle Assessments (LCA) are not applicable.

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.**

Redington Ltd. is a distribution company and does not engage in manufacturing activities. Hence, assessment of social or environmental risks arising from production or disposal is not applicable

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).**

Redington Ltd. is engaged in distribution and does not engage in manufacturing activities involving material inputs, Hence, the percentage of recycled or reused input material is not applicable.

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:**

Redington primarily operates as a distribution and supply chain solutions provider and does not manufacture products or own the product brands it distributes for local purchase, hence this clause is Not Applicable.

The end-of-life product responsibility typically resides with the original equipment manufacturers (OEMs) as per the Extended Producer Responsibility (EPR) norms. However, we do take responsibility under EPR norms for the products we import. We uphold applicable EPR regulations and facilitate end-of-life disposal through authorized recyclers.

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

Redington Limited, as a distribution company, has not engaged in the reclamation of products and packaging materials in our business operations, making thise metric 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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2678	2568	96%	2678	100%	-	-	2568	96%	1513	56%
Female	867	863	99.5%	867	100%	867	100%	-	-	516	60%
Total	3545	3431	97%	3545	100%	867	24%	2568	72%	2029	57%
Other than Permanent employees											
Male	210	0	0%	0	0%	-	-	0	0%	0	0%
Female	4	0	0%	0	0%	0	0%	-	-	0	0%
Total	214	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Disclosures are pertaining to Indian entities.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	6788	0	0%	6788	100%	-	-	6788	100%	0	0%
Female	1570	0	0%	1570	100%	1570	100%	-	-	0	0%
Total	8358	0	0%	8358	100%	1570	19%	6788	80%	0	0%
Other than Permanent workers											
Male	75	75	100%	48	64%	-	-	75	100%	75	100%
Female	7	7	100%	6	86%	7	100%	-	-	7	100%
Total	82	82	100%	54	66%	7	9%	75	91%	82	100%

Note: Disclosures are pertaining to Indian entities.

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.01%	0.03%

Note: Disclosures are pertaining to Indian entities.

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

S. No	Benefits	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
		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.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	39%	100%	Yes	100%	100%	Yes
3	ESI	10%	91%	Yes	100%	100%	Yes

Note: Disclosures are pertaining to Indian entities.

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 has conducted a detailed survey/study of requirements for accessibility for differently abled people as part of our effort to develop a global design playbook for all our offices. Necessary guidelines & measures have been prescribed as part of our Global Workspace design playbook which is being implemented at all greenfield offices and other locations

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

Equal opportunity is covered as part of our Code of Business Conduct & Ethics. https://redingtongroup.com/wp-content/uploads/2024/05/Code-of-Business-Ethics-Redington-Group-v1.2.pdf

The Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	92%	0%	0%
Female	73%	86%	0%	0%
Total	**87%**	**89%**	**0%**	**0%**

Note: Disclosures pertain to Redington Limited

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, any grievance received through e-mail, letter, web helpline, hotline, or other reporting channels is formally registered and reviewed by the Compliance Committee. Complaints that fall within the scope of Redington's Code of Conduct and warrant further investigation are assigned to an investigator, either internal or external. The investigator conducts a detailed review by gathering relevant information, validating facts, analysing evidence, and documenting observations and recommendations. The investigation report is subsequently reviewed by the Compliance Committee, and appropriate actions are taken based on the findings. Records of the actions taken are maintained for documentation purposes. The status and outcomes of such cases are periodically reviewed by the Audit Committee and the Board.

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

The Company recognizes the right to freedom of association and encourages associates to connect and discuss ideas and raise issues through readily available internal tools and platforms. Such internal tools and platforms are available for all employees to share their opinion, views, and ideas across all managerial levels and across the organisation. Presently, the Company does not have any employee association.

8. Details of training given to employees and workers:

Category	FY 2026 (Current Financial Year)					FY 2025 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% B/A	No.(C)	% C/A		No.(E)	% E/D	No.(F)	% F/D
Employees										
Male	4024	1153	29%	3529	88%	3652	2442	67%	3561	98%
Female	1347	371	28%	1205	89%	1128	726	64%	1085	96%
Total	**5371**	**1524**	**28%**	**4734**	**88%**	**4780**	**3168**	**66%**	**4646**	**97%**
Workers										
Male	7009	32	0.4%	18	0.2%	6115	6108	100%	48	1%
Female	1625	9	0.5%	7	0.4%	1167	1160	99%	11	1%
Total	**8634**	**41**	**0.4%**	**25**	**0.2%**	**7282**	**7268**	**100%**	**59**	**1%**

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

Category	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Total (A)	No.(B)	% B/A	Total (C)	No.(D)	% D/C
Employees						
Male	4024	3328	83%	3652	3363	92%
Female	1347	1080	80%	1128	1052	93%
Total	**5371**	**4408**	**82%**	**4780**	**4415**	**92%**
Workers						
Male	7009	75	1%	6115	17	0.2%
Female	1625	9	0.5%	1167	6	0.5%
Total	**8634**	**84**	**0.9%**	**7282**	**23**	**0.3%**

10. Health and safety management system:

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

Yes. The Safety & Health Management System covers activities across all offices, warehouses, service centres, and supply chain partner operations. It applies to all employees, contractors, visitors, and other relevant stakeholders, ensuring that safety and health requirements are consistently implemented across the Company's organization's operational footprint.

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

Site Risk Assessments are conducted for all warehouse and greenfield locations to identify and mitigate potential health and safety risks. Periodic training and awareness programs are provided to employees and relevant stakeholders to strengthen safety practices and risk awareness. Additionally, an Enterprise Risk Management (ERM) team has been constituted to design and implement the overall risk management framework in partnership with an external agency.

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

Workers are encouraged to report all incidences in the Incident reporting system basis which incidents are recorded, detailed investigations conducted and conclusions on process improvements made.

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

Yes, all employees are covered under Group Employee health insurance scheme and accident insurance

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

Safety Incident/Number	Category	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	1	0
	Workers	15	3
No. of fatalities	Employees	0	0
	Workers	1	1
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: The reported fatality pertains to a case of ill health and was not attributable to any occupational injury or workplace incident.

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

At Redington, we strive to provide a safe, secure, and conducive working environment for all employees. Robust control measures have been implemented to safeguard employee health and safety. An Emergency Response Team is in place and can be readily accessed in the event of any emergency. In addition, the following safety and security measures are available across our facilities:

i) CCTV surveillance in critical areas

ii) Security personnel at office premises

iii) Fire extinguishers and fire safety equipment

iv) Access to hygiene and sanitization facilities

v) Periodic occupational health and safety awareness programs and mock emergency drills

vi) Periodic monitoring of indoor and ambient air quality, drinking water quality, workplace illumination levels, and occupational noise levels

These measures are regularly reviewed to ensure preparedness and promote a strong culture of health, safety, and well-being.

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

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	2%
Working Conditions	3%

Note: Disclosure are pertaining to Indian entities.

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.

No concerns were raised during the year

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of

a. Employees (Y/N)

Yes

b. Workers (Y/N)

No

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

Our value chain partners are governed by our Code of Business Conduct, which outlines expectations regarding compliance with all applicable statutory and regulatory requirements. These obligations are further embedded within our contractual and trade agreements, ensuring that partners are aware of and adhere to legal requirements related to statutory dues, including taxes, provident fund contributions, and other employee welfare obligations. We maintain regular engagement with our partners and proactively address any identified gaps or non-compliance issues to promote full adherence to applicable laws and regulations across our value chain.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	66%
Working Conditions	66%

Note: Disclosures are pertaining to Indian entities

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 organization has undertaken sustainability assessments of high-spend non-trade vendors to evaluate health and safety practices, working conditions, and broader ESG performance across the value chain. Based on the assessment outcomes, corrective action plans have been issued to all assessed suppliers to address identified gaps and areas of improvement.

These corrective actions focus on strengthening occupational health and safety measures, enhancing workplace practices, improving compliance with applicable regulatory and sustainability requirements, and promoting responsible business conduct.

PRINCIPLE 4

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

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ESSENTIAL INDICATORS

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

At Redington Group, we have a well-defined process for identifying our key stakeholder groups. We recognize that our stakeholders have a significant impact on our operations and working. Our key stakeholder groups include Employees, Shareholders, Customers, Communities, Bankers, Suppliers, Partners, and Vendors. We engage with these groups through various channels, including regular meetings, surveys, and feedback mechanisms, to understand their needs, concerns, and expectations. This enables us to develop strategies that address their interests and create long-term value for all stakeholders.

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

S. No	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Suppliers	No	Email , Meetings and Survey	Meetings-Quarterly, email -Continuous Survey-Annual	Business related discussions and, engagement
2	Community	Yes	Email and website, Survey, (through NGO's),	Email & Website- Continuous, Survey – Quarterly,	Specific to our CSR projects
3	Government	No	Email	Continuous	Compliance with regulations for smooth functioning of business operations, Licensing, permission, and Progressive policy development
4	Shareholders/ Investors	No	Email/ Newspapers/ Website/ Investor presentations	Quarterly	Financial results/ Performance/ AGM details / others
5	Employees	No	Email, Notice board, website, Darwinbox, Survey, Townhall, Mobile applications	Continuous	Employee engagement, wellbeing, training, PMS, Financial update and employee satisfaction survey
6	Contractors	No	Email, ESS portal	Continuous	Policies
7	Customers	No	Email, Website, Meetings, Survey, Newsletters, advertisements and social media	Meeting- Monthly, email and website- Continuous Survey - Annual	Business development

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.**

At Redington, we have a The Company has established structured mechanisms approach for engaging with its to stakeholder engagement, which is critical to building trust and aligning expectations. Stakeholder engagement is undertaken through multiple channels. The Stakeholder Relationship Committee considers stakeholder feedback and oversees material economic, environmental, and social matters, ensuring that the Board is informed through periodic reports and direct updates from senior management with ESG oversight.

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.

Yes, the Company has a structured stakeholder consultation process is used to support the identification and management of environmental and social topics. At Redington Group, Sstakeholder input plays a critical role in the identification and prioritization of material topics. Our policies and practices are shaped by continuous engagement with stakeholders, ensuring their concerns and expectations are meaningfully incorporated. To determine material topics, we employ a structured risk and responsibility matrix, which helps prioritize issues based on their relevance to our stakeholders and their potential impact on our business.

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

Redington Limited engages with vulnerable and marginalized stakeholder groups through its CSR initiatives and community development programs, with a focus on promoting inclusive growth and socio-economic development. The Company's interventions are aimed at supporting underserved communities in areas such as education, healthcare, livelihood enhancement, digital inclusion, skill development, and community welfare.

Through these initiatives, the Company seeks to create sustainable and equitable opportunities for disadvantaged sections of society, while fostering long-term social impact and community resilience. The CSR programs are implemented in alignment with the Company's sustainability priorities and are periodically reviewed to assess effectiveness and ensure meaningful stakeholder engagement.

PRINCIPLE 5

Businesses should respect and promote human rights

4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

ESSENTIAL INDICATORS

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

Category	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	5074	3325	66%	4780	2562	54%
Other than permanent	297	0	0%	301	214	71%
Total Employees	**5371**	**3325**	**62%**	**5081**	**2776**	**55%**
Workers						
Permanent	8383	3	0.03%	7282	0	0%
Other than permanent	251	0	0%	429	0	0%
Total Workers	**8634**	**3**	**0.03%**	**7711**	**0**	**0%**

Note: Disclosures are pertaining to Indian entities

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

Redington operates in over 32 countries and we are compliant with Minimum wage regulations in every country we operate.

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	4845000	2	2542500
Key Managerial Personnel	5	29650552	0	0
Employees other than BoD and KMP	1513	1047900	516	739300
Workers	75	350004	7	600000

Note: Disclosures pertain to Redington Limited and not its subsidiaries

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Gross wages paid to females as % of total wages	22.57%	17.65%

Note: Disclosures are pertaining to Indian entities and retrials have been included.

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. We have separate compliance team to address issues related to human rights.

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.**
Employees and Directors may make Protected Disclosures to the Ombudsperson appointed by the Company in accordance with the Whistleblower Policy. In addition, the Company has established mechanisms to address grievances and concerns received through channels other than the Ombudsperson. For employees in India, a dedicated feedback platform, Amber, has been implemented to enable employees to share feedback and raise concerns confidentially. All feedback and concerns received through these channels are reviewed and addressed by the Human Resources team and the respective CEO's office, with appropriate actions taken based on the nature of the matter.

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

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	2	2	-	0	0	-

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**
The Company's Whistleblower Policy contains a dedicated section for on protection against retaliation, ensuring that individuals who raise concerns in good faith are safeguarded from any adverse consequences. Key protection measures include:

Maintaining the confidentiality of the complainant's identity to the extent permitted under applicable laws and regulations.

Providing complete protection against any form of retaliation or unfair treatment, including threats, intimidation, termination or suspension of employment, disciplinary action, transfer, demotion, denial of promotion, discrimination, harassment, biased conduct, or any other direct or indirect misuse of authority that may hinder the complainant from performing their duties or making further Protected Disclosures.

Any instance of retaliation or breach of confidentiality is treated as a serious violation and is subject to disciplinary action. POSH and Code of Conduct is strictly enforced

Awareness programs are conducted regularly

These provisions are designed to encourage the reporting of genuine concerns without fear of reprisal and to foster a culture of integrity, transparency, and accountability.

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

10. **Assessments for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Sexual Harassment	0%
Discrimination at Workplace	0%
Wages	2%

Note: Disclosures pertain to Redington Limited

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

LEADERSHIP INDICATORS

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**
To strengthen the Company's approach towards addressing human rights-related concerns and employee grievances, the Company introduced the Amber platform, enabling employees to provide feedback and raise concerns through a structured and confidential channel. This has enhanced the accessibility and effectiveness of the grievance redressal process and facilitated timely resolution of employee concerns.

Further, the Company developed and implemented a Human Rights Policy that formalizes its commitment to respecting and upholding human rights across its operations. The policy establishes guiding principles for the prevention, identification, reporting, and remediation of human rights-related risks and grievances, thereby strengthening the overall governance framework for human rights management.

2. **Details of the scope and coverage of any Human rights due diligence conducted.**
No formal human rights due diligence assessment was conducted during the reporting period. However, the Company has established a Human Rights Policy and maintains grievance redressal mechanisms, including the Whistleblower Mechanism and employee feedback channels, to identify, report, and address potential human rights-related concerns.

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

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at Workplace	66%
Child Labour	66%
Forced Labour/Involuntary Labour	66%
Wages	66%

Note: Disclosures are pertaining to Indian entities

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

The organization has undertaken sustainability assessments of high-spend non-trade vendors to evaluate Human rights practices, and broader ESG performance across the value chain. Based on the assessment outcomes, corrective action plans have been issued to all assessed suppliers to address identified gaps and areas of improvement.

These corrective actions focus on strengthening human rights measures, enhancing workplace practices, improving compliance with applicable regulatory and sustainability requirements, and promoting responsible business conduct.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

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

Parameter	FY 2026 (Current Financial Year)		FY 2025 (Previous Financial Year)	
	Value	Unit	Value	Unit
From renewable sources				
Total electricity consumption (A)	1184	GJ	1221	GJ
Total fuel consumption (B)	Nil			
Energy consumption through other sources (C)				
Total energy consumed from renewable sources (A+B+C)	1184	GJ	1221	GJ
From non-renewable sources				
Total electricity consumption (D)	29957	GJ	29736	GJ
Total fuel consumption (E)	3523	GJ	4269	GJ
Energy consumption through other sources (F)	Nil			
Total energy consumed from non-renewable sources (D+E+F))	33480	GJ	34005	GJ
Total energy consumed (A+B+C+D+E+F)	**34664**	**GJ**	**35226**	**GJ**
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.03	GJ/rupee	0.04	GJ/rupee
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.59	GJ/USD	0.73	GJ/USD

Note: The reported data is based on limited operational coverage

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.

Yes, BSI Group India Pvt. Ltd.

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.**

No. The company does not have sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

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

Parameter	FY 2026 (Current Financial Year)		FY 2025 (Previous Financial Year)	
	Value	Unit	Value	Unit
Water withdrawal by source (in kilolitres)				
(i) Surface water	Nil	Kilolitres	Nil	Kilolitres
(ii) Groundwater	16733	Kilolitres	17451	Kilolitres
(iii) Third party water	17127	Kilolitres	13136	Kilolitres
(iv) Seawater / desalinated water	Nil	Kilolitres	Nil	Kilolitres
Others	Nil	Kilolitres	Nil	Kilolitres
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**33860**	**Kilolitres**	**30587**	**Kilolitres**
Total volume of water consumption (in kilolitres)	**33860**	**Kilolitres**	**30526**	**Kilolitres**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.03	Kilolitres/ rupee	0.03	Kilolitres/ rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.58	Kilolitres/ USD	0.63	Kilolitres/ USD

Note: The reported data is based on limited operational coverage. Water consumption is taken as equal to the volume of water withdrawn.

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.

Yes, BSI Group India Pvt. Ltd.

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
	Value	Value
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	Nil	Nil
(ii) To Groundwater	Nil	Nil
(iii) To Seawater	Nil	Nil
(iv) Sent to third parties	Nil	Nil
(v) Others	Nil	Nil
Total water discharged (in kilolitres)	**Nil**	**Nil**

Note: Currently monitoring mechanism is not in place

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

Yes, BSI Group India Pvt. Ltd.

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

The Company has not implemented a mechanism for Zero Liquid Discharge (ZLD)

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

Parameter	FY 2026 (Current Financial Year)		FY 2025 (Previous Financial Year)	
	Value	Please specify unit	Value	Please specify unit
NOx	Nil	Kg	Nil	Kg
Sox	Nil	Kg	Nil	Kg
Particulate matter (PM)	Nil	Kg	Nil	Kg
Persistent organic pollutants (POP)	Nil	Kg	Nil	Kg
Volatile organic compounds (VOC)	Nil	Kg	Nil	Kg
Hazardous air pollutants (HAP)	Nil	Kg	Nil	Kg

Note: No monitoring mechanism in place. However, air emission checks were conducted through NABL accredited laboratory, with comprehensive reports provided to ensure compliance and transparency.

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

Parameter	Unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 1 Emissions	Metric tonnes of CO_2 equivalent	256	299.13
Total Scope 2 Emissions	Metric tonnes of CO_2 equivalent	5146	5302
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent/rupee	0.005	0.01
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 equivalent/USD	0.09	0.12

Note: The reported data is based on limited operational coverage

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.

Yes, BSI Group India Pvt. Ltd.

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

Yes.

We have identified the following measures to reduce greenhouse gas emissions.

1. Adoption of energy-efficient lighting (LEDs), air conditioning systems, and automation in offices
2. Implemented a centralized ESG monitoring tool that tracks GHG emissions and other environmental metrics, supporting data-driven sustainability decisions.
3. Incorporating green building practices in operations, such as using sustainable materials and water conservation measures
4. Adopt LEED-compliant design for all new offices, emphasizing energy efficiency and environmental sustainability.
5. Transition to cloud-based technologies to reduce energy consumption and carbon emissions associated with data storage and processing
6. Transition to sustainable office consumables
7. Exploring renewable energy options, such as solar to reduce reliance on fossil fuels to contribute to a clean and sustainable energy system.

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

a. **Total Waste generated**

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
	Value	Value
Total Waste generated (in metric tonnes)		
Plastic waste	36.48	13
E-waste	1.50	2
Biomedical waste	Nil	Nil
Construction and demolition waste	Nil	Nil
Battery waste	0.065	Nil
Radioactive waste	Nil	Nil
Other Hazardous waste		
Used Oil	0.28	0.32
Other non-hazardous waste	993	571
Total Waste Generated	1031	586
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Metric ton/rupee)	0.0009	0.0006
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (Metric ton/USD)	0.02	0.01

Note: The reported data is based on limited operational coverage

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

Category of waste	FY (2025-26)	PY (2024-25)
(i) Recycled	0.678	2.23
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0.678**	**2.23**

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

Category of waste	FY (2025-26)	PY (2024-25)
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1030	583
Total	**1030**	**583.34**

Note: The reported data is based on limited operational coverage

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.

Yes, BSI Group India Pvt. Ltd.

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**

1. Waste is segregated at the source into hazardous and non-hazardous categories to ensure proper handling and disposal.
2. We collaborate with authorized vendors for the safe disposal and recycling of e-waste and hazardous materials.
3. Hazardous waste is stored and labelled safely in designated containment areas to prevent any environmental or health risks.
4. A centralized ESG monitoring tool has been implemented to track waste and other environmental metrics, facilitating data-driven sustainability decisions.
5. The company complies fully with Extended Producer Responsibility (EPR) regulations concerning e-waste, battery waste, and plastic waste.

6. EPR obligations for e-waste and battery waste have been fulfilled, with plastic waste target fulfilment currently in progress.
7. In-house generated e-waste is accumulated at a centralized collection center and subsequently sent to authorized recyclers for processing.
8. Certificates and documentation verifying the details of e-waste recycled and disposed of are obtained from authorized recyclers to ensure transparency and compliance.
9. Our 3D printing division generates minimal chemical waste, which is disposed of responsibly and in full compliance with applicable regulations.

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

Nil

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

Nil

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

Yes, the company is fully compliant with all applicable environmental laws, regulations, and guidelines in India and there were no instances of non-compliance reported during the reporting period.

LEADERSHIP INDICATORS

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

Parameter	Unit	FY 2026 (Current Financial Year)
Total Scope 3 Emissions	Metric tonnes of CO2 equivalent	3730
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/rupee	0.003

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.

The Company organization has undertaken sustainability assessments of high-spend non-trade vendors to evaluate environmental practices, and broader ESG performance across the value chain. Based on the assessment outcomes, corrective action plans have been issued to all assessed suppliers to address identified gaps and areas of improvement.

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

66%

Note: Disclosures are pertaining to Indian entities

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.

4

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

S. No	Name of the trade and industry chambers associations	Reach of trade and industry chambers/ associations (State/National)
1	Associated Chambers of Commerce and Industry of India	National
2	Madras Chamber of Commerce and Industry	National
3	Technology Distribution Association of India	National
4	Global Technology Distribution Council	International

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

There are no allegations of anti-competitive behaviour against Redington Group. The Company's Code of Conduct outlines clear expectations for employees and stakeholders to:

(a) Avoid actions that violate competition laws applicable in the markets where Redington operates.

(b) Refrain from any agreements or practices with competitors that may restrict competition, including price-fixing or market allocation.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Advocacy for skill development in the logistics sector through technology (Industry 4.0)	Through partnership & initiatives with Logistics Skill Council – a Sec 8 company set up by Ministry of Skill Development and Entrepreneurship (MSDE) through National Skill Development Corporation of India (NSDC) to provide Logistics sector specific training to unemployed youth	Yes	Nil	https://lsc-india.com/colte/
2	Promotion of Circular Economy guidelines	Through industry bodies	Yes	As needed	-

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
3	Inclusive scholarship for marginalized students	Through a partnership with Vidyasaarathi, a scholarship platform by Protean eGov Technologies Limited (formerly NSDL e-Governance Infrastructure Limited), marginalized students can apply for various scholarships to support their education.	Yes	Yes	https://www.vidyasaarathi.co.in/Vidyasaarathi/scholarship
4	Empowering communities for equitable cities.	Partnering with Dhan Foundation and Vizag Government, the project revitalizes Visakhapatnam's ecosystem through SDG-aligned, multi-dimensional urban interventions	No	No	-

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

S. No	Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Centre of Logistics Training for Excellence (COLTE)	NA	-	Yes	Yes	https://redingtongroup.com/wp-content/uploads/2026/06/Impact-Assessment-Report-on-CSR-FY-2025-26.pdf
2	International Visiting Chair at IIT Madras	NA	-	Yes	Yes	
3	IT Training and Laptop Support	NA	-	Yes	Yes	
4	Digital Infrastructure Support to Rural Schools	NA	-	Yes	Yes	
5	Equipment Support to Museum of Art and Photography (MAP)	NA	-	Yes	Yes	
6	Integrated Water and Sanitation Project in Schools – I	NA	-	Yes	Yes	
7	Integrated Water and Sanitation Project in Schools – II	NA	-	Yes	Yes	
8	Augmenting Water at Kurinji Ecosystem for Improved Wellbeing of Tribals	NA	-	Yes	Yes	
9	Mobile Healthcare Units	NA	-	Yes	Yes	
10	Medical Equipment Support to Hospitals	NA	-	Yes	Yes	
11	Medical Equipment Support to Hospitals	NA	-	Yes	Yes	
12	Creation of Smart and Sustainable Villages	NA	-	Yes	Yes	

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
   No projects involving ongoing Rehabilitation and Resettlement (R&R) were undertaken by the company during the reporting period.

3. Describe the mechanisms to receive and redress grievances of the community
   Redington Group has established a robust mechanism to receive and redress grievances of the community. The company provides a dedicated portal on its website (https://redingtongroup.com/contact-us/) where community members can submit grievances. These are promptly logged, reviewed, and addressed by the relevant teams to ensure timely and transparent resolution.

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

	FY 2026 (Current Financial Year)
Directly sourced from MSMEs/ small producers	0.66
Directly from within India	54.63

Note: Disclosures pertain to Redington Limited

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

Location	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Rural	0%	0%
Semi-urban	0%	0%
Urban	39%	25%
Metropolitan	61%	75%

Note: Disclosures are pertaining to Indian entities.

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):
   No negative social impacts were identified in the Social Impact Assessments during the reporting period.

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Andhra Pradesh	Visakhapatnam	2200935
2	Assam	Barpeta	65355480
3	Tamil Nadu	Virudhunagar	3884763
4	Andhra Pradesh	Visakhapatnam	10569935
5	Tamil Nadu	Ramanathapuram	9831620
6	Tamil Nadu	Virudhunagar	2500000

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
   No. However, the Company has a procurement policy that ensures a fair and transparent supplier selection process. The existing policy does not include provisions for preferential procurement from suppliers comprising marginalized or vulnerable groups. The Company is currently developing a Sustainable Procurement Policy to further strengthen responsible procurement practices.

   b. From which marginalized /vulnerable groups do you procure?
   The Company actively engages with and promotes procurement from MSMEs wherever feasible, thereby contributing to their business sustainability and economic development.

   c. What percentage of total procurement (by value) does it constitute?
   0.66%

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**

   The entity does not own or utilize any intellectual property based on traditional knowledge during the reporting period. Hence, this disclosure is not applicable.

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

   Not Applicable

6. **Details of beneficiaries of CSR Projects:**

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	Redington Limited		
1	COLTE-Logistics Training	5069	8.98
2	CODE-Training on AI & ML and Cyber Security	1000	100
3	CODE- Cloud Practiciner Programme	198	90.91
4	CODE-Training on AI & ML and Cyber Security	690	100
5	COSST-Training on Solar Skills	540	100
6	IT/ITES-Training on Cyber Security	500	70
7	School WASH Programmes	25000	100
8	Sahayog Scholarship	816	100
9	Tech on Wheels-Digital Literacy	2289	100
10	Laptop Support	35	100
11	VIZAG - Environment	11269	100
12	SKILL - Environment	2988	100
13	AWAKE Project	19800	100
14	Integrated Village Development	380	100
15	Community Water Driking Support	2027	100
16	Mobile Health Van	47000	100
17	HPV Vaccination Programme	2000	100
18	Equipment support	5000	100
	ProConnect Supply Chain Solutions Limited		
19	Integrated Village Development	380	100
	Redserv Global Solutions Limited		
20	Skill Training - Full stack developer	75	100

PRINCIPLE 9

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

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ESSENTIAL INDICATORS

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

   Redington has established structured mechanisms to effectively receive and address consumer complaints and feedback, in line with its commitment to service excellence. Customers can submit queries or concerns through a dedicated page on our website (https://redingtongroup.com/contact-us/) Business customers are further supported through direct channels such as account managers and regional heads, ensuring timely escalation and resolution of issues. All feedback are systematically tracked, reviewed, and acted upon to drive continuous improvement and enhance customer satisfaction.

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

   Nil

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

	FY 2026 (Current Financial Year)		Remarks	FY 2025 (Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NIL	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	1	1	Vakalath & Written Version filed	2	2	Under Litigation, 1. Trial, 2. Vakalat to be filed
Other	0	0	Nil	0	0	Nil

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

   Not applicable as the company is only engaged in distribution of products and product recall requests are generally handled by the vendors themselves.

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, below are the links to our Data Privacy and Cybersecurity Policies.

   https://redingtongroup.com/wp-content/uploads/2025/06/Redington-_IND_-Data-privacy-Policy_V1.0.pdf

   https://redingtongroup.com/wp-content/uploads/2025/06/Redington_IND_Information-Security-Policy-V1.2.pdf

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

   During the reporting period, there were no instances of issues relating to advertising, delivery of essential services, cyber security and data privacy of customers, product recalls, or penalties/actions taken by regulatory authorities on safety of products/services.

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

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

      0

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

      0

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

      0

LEADERSHIP INDICATORS

1. **Channels / platforms where information on products and services of the entity can be accessed(provide web link, if available).**
   All the information relating to the products and services of the Company can be assessed at (redingtongroup.com), redingtononline.com, cloudquarks.com and redingtonpartner.com

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services**
   All products distributed are accompanied by comprehensive product manuals, which provide essential information on safe and responsible usage, environmental compliance, and product disposal. The manuals include clear instructions on proper setup, handling, and operation to prevent misuse, as well as guidelines for energy-efficient use and adherence to applicable regulations. They also emphasize responsible disposal and recycling, including e-waste management, in line with local laws. Additionally, safety warnings and precautions are highlighted to protect users during product use.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services**
   The Company is committed to transparent and timely customer communication during service disruptions. Through its Business Continuity Management (BCM) framework, the Company ensures prompt notification of potential impacts, implementation of continuity measures such as alternate sourcing, logistics rerouting, and remote operations, and regular updates on recovery progress. Supported by defined governance, escalation protocols, and communication procedures, this approach helps minimize disruption while ensuring service continuity and maintaining customer confidence.

4(a) **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**
Not Applicable.

Redington Limited operates as an IT distribution company and does not manufacture or label products. Hence, the requirement to display product information is not applicable

4(b) **Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**
The company conducted a Group-wide NPS survey in the FY'2024 to evaluate customer satisfaction across its products, channels, and entities. The results were systematically analysed, and appropriate actions and interventions were planned to enhance overall customer experience. The survey recorded an NPS score of 62 out of 100.

Note: The Independent Assurance Opinion Statement is also available on the Company's website at https://redingtongroup.com/financial-reports/

INDEPENDENT ASSURANCE OPINION STATEMENT

To The Directors of Redington Limited.
Holds Statement No.: SRA 847584

The British Standards Institution (BSI) has conducted a reasonable assurance engagement on the sustainability information (described in the "Scope") in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for FY 2025-2026 of Redington Limited (RL).

Scope

The scope of engagement agreed upon with Redington Limited (RL) includes the following:

The assurance covers the information of the following subject matters in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period of 1st April 2025 to 31st March 2026 (FY 2025-2026).

- Green-house gas (GHG) footprint - P6:E7
- Water footprint - P6:E3 and P6:E4
- Energy footprint - P6:E1
- Embracing circularity - P6:E9
- Enhancing Employee Wellbeing and Safety - P3:E1(C), P3:E11
- Enabling Gender Diversity in Business - P5:E3(B), P5:E7
- Enabling Inclusive Development - P8:E4, P8:E5
- Fairness in Engaging with Customers and Suppliers - P9:E7, P1:E8
- Open-ness of business – P1:E9

The selected information's are reported in accordance with Business Responsibility and Sustainability Report (BRSR Core KPI's).

The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B in this independent assurance opinion statement.

Opinion Statement

We have conducted a reasonable assurance engagement on the sustainability information described in the "Scope" above (BRSR for FY 2025-2026 covering core KPIs mentioned in Annexure-I: format of BRSR core, provided by SEBI, covering disclosures on Green-house gas (GHG) footprint, Water footprint, Energy footprint, Embracing Circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, Open-ness of business).

In our opinion, the accompanying sustainability information is fairly presented, in all material aspects, in accordance with the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period 1st April 2025 to 31st March 2026.

Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality, and Professional behaviour. ISO 14064-3:2019 assurance standard is used for information related to GHG statement. Our work was designed to gather evidence on which to base our opinion conclusions.

We undertook the following activities:

- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.
- Data verification on reasonable level sampling including asking for internal controls and implementation of internal controls, SOPs for data gathering and reporting mechanism.

- Interviews with staffs involved in sustainability management, BRSR report preparation and ESG data management and calculation of final numbers.
- Document review of relevant systems, policies, and procedures wherever available.
- Review of supporting evidence for claims made in the reports.
- Traceability of information from the origin and testing at site for measurement procedures
- Review of data pertaining to the sampled units of Redington Limited (RL), to confirm the data collection processes, record management practices, and check BRSR Core KPI's physically and through virtual mode.

Responsibility

Redington Limited (RL) is responsible for the preparation and fair presentation of the sustainability information in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence

BSI is independent to Redington Limited (RL) and has no financial interest in the operation of Redington Limited (RL) other than for the assurance of the sustainability statements contained in the Business Responsibility and Sustainability Report (Core KPIs).

This independent assurance opinion statement has been prepared for the stakeholders of Redington Limited (RL), only for the purposes of verifying its statements relating to its environmental, social and governance (ESG) KPI's as required in SEBI-BRSR Core Format, more particularly described in the Scope above and detailed in Appendix-A.

This independent assurance opinion statement is prepared on the basis of review of information provided to BSI by Redington Limited (RL). In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Redington Limited (RL) is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064-1, ISO 14067, ISO 14068-1, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 30-06-2026
For and on behalf of BSI:

Ishan Mehrotra, Lead Assurer

Emmanuel Herve, Managing Director, South & South East Asia (S&SEA)

Appendix A

Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
1	GHG Emissions	Total Scope-1 Emissions	tCO2e	256	P6-E7
		Total Scope-2 Emissions	tCO2e	5146	
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO2e) /million USD (PPP adjusted revenue from operations)	0.09	
2	Water Footprint	Total water consumption	KL	33860	P6-E3, E4
		Water consumption intensity	KL/million USD (PPP adjusted revenue from operations)	0.58	
		Water Discharge by destination and levels of Treatment	KL	Nil	
3	Energy Footprint	Total Energy Consumed	GJ	34664	P6-E1
		Percentage of energy consumed from renewables	%	3	
		Energy Intensity	GJ / million USD (PPP adjusted revenue from operations)	0.59	
4	Embracing circularity -details related to waste management by the entity	Plastic waste (A)	MT	36.48	P6-E9
		E-waste (B)	MT	1.50	
		Bio-medical waste (C)	MT	Nil	
		Construction and demolition waste (D)	MT	Nil	
		Battery waste (E)	MT	0.065	
		Radioactive waste (F)	MT	Nil	
		Other Hazardous waste. Please specify, if any. (G)	MT	0.28 (Used Oil Waste)	
		Other Non-hazardous waste generated (H).	MT	993	
		Total waste generated ((A+B + C + D + E + F + G + H)	MT	1031	
		Waste intensity	MT/million USD (PPP adjusted revenue from operations)	0.02	
		For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT recycled	0.678	
			Intensity (recycled/total generated-%)	0.07	
		For each category of waste generated, total waste disposed by nature of disposal method – other disposal options	MT	1030	
			Intensity (other disposal option/total generated)	99.83	
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers (including permanent and other than permanent)	Cost incurred on well-being measures as a % of total revenue of the company	0.01	P3- E1(C) P3- E11
		Details of safety related incidents for employees and workers (including contract-workforce)	Safety Incidents: Permanent Disability	Nil	
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Nil	
			No. of fatalities	Nil	
6	Enabling gender diversity in business	Gross wages paid to females as % of wages paid (permanent, other than permanent- employee and workers)	In % age terms	22.57	P5-E3(b), E7
		Complaints on POSH (including permanent and other than permanent)	Total Complaints on Sexual Harassment (POSH) reported	Nil	
			Complaints on POSH as a % of female employees/ workers	Nil	
			Complaints on POSH upheld	Nil	
7	Enabling inclusive development	Input material directly sourced from MSMEs/ small producers from within India, as percentage of total purchase (Viz., raw material, spares, services, capex procurement items etc.)	In % terms -As % of total purchases by value	0.66 %	P8-E4, E5

Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
		Directly from within India	In % terms -As % of total purchases by value	54.63 %	
		Job creation in smaller towns -Wages paid to persons employed in smaller towns (permanent or other than permanent) as % of total wage cost	In % terms -As % of total wage cost	Urban: 39% Metropolitan: 61% Data basis on actual office locations, work from home not included.	
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events	Nos.	0	P9-E7 P1-E8
		Number of days of accounts payable	Days	58	
9	Openness of business	Concentration of purchases and sales done with trading houses, dealers/ distributors	Purchases from trading houses as % of total purchases	Nil	P1-E9
			Number of trading houses where purchases are made from	-	
			Purchases from top 10 trading houses as percentage of total purchases from trading houses (%)	-	
			Sales to dealers / distributors as % of total sales	100%	
			Number of dealers / distributors to whom sales are made	19,001	
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	15	
		Share of RPTs (as respective %age) in	Purchases with related parties / Total Purchases	Nil	
			Sales to related parties / Total Sales	Nil	
			Loans & advances given to related parties / Total loans & advances	Nil	
			Investments in related parties / Total Investments made	Nil	

Notes to the opinion:

1. Calculation of GHG emissions for Scope 1 and Scope 2 is done using the GHG Protocol Standard, using UK DEFRA, India CEA, the IFI Dataset, UNFCCC, CaDI databases as emission/GWP/calorific values. Emissions under Scope 2 are reported under the location-based approach.
2. Organization should look into improving traceability of water discharges occurring from the facilities.
3. Spending on measures towards well-being: Disclosure includes Indian entities and include spending related to occupational health centres as well.
4. Gross wages paid to females as % of wages paid (permanent, other than permanent - employee and workers): Disclosure is consolidated for Indian locations, gross CTC includes retirals and data is calculated basis on active females at end of financial year period.
5. Organization should improve practices for identifying trading houses in line with SEBI circular guidance requirement, currently same is reported as Nil, considering the nature of business of operations where most of purchases volume (>98%) are done directly from manufacturers.
6. Openness of Business: Disclosures pertain to Redington Limited only not on a consolidation basis.
7. Input material directly sourced from MSMEs as % of total purchases by value: Disclosures pertain to Redington Limited only not on a consolidation basis.
8. The completeness of data points is to be improved in further year, it was observed that there are facilities where few data points are not captured out of the 9 core KPIs, currently it was ensured on a material aspect however the practice needs to be established.
9. Physical output intensity is omitted due to the company's diversified operations (spanning IT products, services, and solutions); various KPIs intensity is appropriately assessed against revenue as the primary metric for scale of operations

While responding to BRSR core KPIs, organization has also referred to latest SEBI circular, dated 20th Dec.'2024, ref: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177.

PPP rate for India is INR 20.34 and same can be accessed at: PPP reference link

Appendix B:

List of locations included in the assurance boundary:

Redington has reported the consolidated BRSR numbers in their disclosures, which includes locations which are under the operational control of Redington limited and falling under different entities as below:

Reporting boundary: Total, there are 210 locations across India and International, however, data is currently consolidated from 165 locations. Out of 45 locations, 19 are closed facilities from previous year, 26 are managed by landlord completely where data traceability mechanism to be established.

Sl. No.	Entity (Each individual companies under the Redington group – Subsidiaries)	Location	Active Locations
1	Redington Limited (Parent company)	India	37
2	ProConnect Supply Chain Solutions	India	79
3	RDPL	International	6
4	Redserv Global Solutions Limited	India	2
5	Redington Turkey	International	2
6	Arena	International	3
7	Redington Gulf	International	36
	Total		**165**