RESIL

FY 2025–26





RESIL CHEMICALS PVT. LTD.

SUSTAINABILITY REPORT 2026

Science-driven solutions
for a sustainable,
resilient tomorrow.

PROTECTING OUR PLANET

EMPOWERING PEOPLE

UPHOLDING INTEGRITY

INNOVATING FOR SUSTAINABLE IMPACT

REPORTING PERIOD: 1 APRIL 2025 – 31 MARCH 2026 · GRI STANDARDS 2021

INSIDE THIS REPORT

Contents

Resil Chemicals' first Sustainability Report FY 2025–26

01 **Message & Introduction** 03
Welcome · Message from the Chairman · Message from the Managing Director · Message from the CEO

02 **About Resil & This Report** 09
About the Company · What We Do · About the Report

03 **Sustainability Vision** 14
Our Sustainability Framework · Creating Value Through Responsible Innovation · Stakeholder Engagement · Integration of Risk into the Materiality Matrix · Management of Material Topics · Our Sustainable Development Goals

04 **Environmental Responsibility** 25
Environmental Management · Air Quality Management · Noise Management

05 **Energy & Climate** 29
Energy Management and Emissions · GHG Emissions · Climate, Energy, Resource Efficiency and Sustainable Product Commitments

06 **Water Management** 35
Water Management

07 **Waste & Circular Economy** 38
Waste Management · Sustainable Material Usage · Continuous Improvement in Waste Management

08 **Sustainable Products & Manufacturing** 43
Product Stewardship and Life-Cycle Responsibility · Resource Optimization

09 **People & Workplace** 47
Our People · Learning, Training and Development

10 **Community & Social Responsibility** 53
Economic Performance · Sustainable Supply Chain

11 **Governance & Ethics** 57
Board of Directors · Our Policies · Corporate Governance · Business Ethics · Code of Conduct · Compliance Management …

12 **Goals, Performance & Roadmap** 75
Sustainability Goals & Targets · Key Performance Indicators · Future Roadmap

13 **Annexure** 79
Forward-Looking Statement · GRI Content Index



01

CHAPTER 01

Message & Introduction

Welcome	04	Message from the Chairman	05
Message from the Managing Director	06	Message from the CEO	07

MESSAGE & INTRODUCTION

Welcome

At Resil, innovation is at the heart of everything we do. We continuously develop advanced silicone and specialty chemical solutions that create lasting value for our customers while contributing to a more sustainable future. Our commitment extends beyond product innovation—we are equally focused on protecting the environment, empowering our people, upholding ethical practices, and contributing positively to the communities in which we operate.

Through responsible manufacturing, continuous improvement, and a culture of collaboration, we strive to create a meaningful balance between business growth, environmental stewardship, and social responsibility. We believe that sustainable growth is not only about what we produce, but also about how responsibly we operate and the positive impact we create for our stakeholders.

As we present Resil Chemicals' first Sustainability Report, we are proud to mark an important milestone in our sustainability journey. Built on a strong foundation of innovation, quality, integrity, and responsible manufacturing, this report reflects our commitment to creating long-term value for our customers, employees, communities, business partners, and the environment.

This report provides an overview of our efforts to embed sustainability across our operations, with a focus on environmental responsibility, employee well-being, ethical governance, responsible business practices, and innovative silicone and specialty chemical solutions. While this is our first formal step in ESG reporting, it represents more than a report—it establishes a foundation for greater transparency, accountability, measurable performance, and continuous improvement.

As we move forward, we remain committed to strengthening our sustainability practices, setting meaningful goals, measuring our progress, and creating shared value for all our stakeholders. We look forward to building this journey together and shaping a more resilient, responsible, and sustainable future.

> "While this is our first formal step in ESG reporting, it represents more than a report—it establishes a foundation for greater transparency, accountability, measurable performance, and continuous improvement."
>
> WELCOME

MESSAGE & INTRODUCTION

MESSAGE FROM THE CHAIRMAN

Purpose in Practice: Stewardship for the Long Term



> "Together, we will continue to build a company defined not only by what it achieves, but by how it achieves it."

Every enduring institution is shaped not only by the opportunities it pursues, but by the principles that guide the choices it makes. At Resil, we have always believed that sustainable growth begins with responsible stewardship of our people, our resources, our relationships and the trust that customers and stakeholders place in us.

The environment in which we operate continues to evolve. Markets are becoming more demanding, supply chains more interconnected, regulations more rigorous, and sustainability expectations more deeply embedded in the way businesses are evaluated.

These changes reinforce an important truth: resilience is built not simply through financial performance, but through sound governance, ethical conduct and the ability to adapt with discipline and foresight.

The Board's responsibility is to ensure that Resil continues to grow on foundations that are both resilient and responsible. This means strengthening governance, managing risk thoughtfully, maintaining the highest standards of integrity, and ensuring that our decisions today preserve opportunities for the future. Sustainable business is ultimately about making choices that create lasting value while respecting the environmental and social systems within which we operate.

Equally important is the culture we build within the organization. Strong institutions are sustained by people who act with accountability, embrace continuous learning and remain committed to doing what is right, even when circumstances become more complex. These values have guided Resil through changing business cycles and continue to shape the way.

We engage with our customers, partners, employees and communities. Our commitment to society extends beyond business performance. Through initiatives in education, healthcare and skill development, we seek to contribute meaningfully to the communities around us, recognizing that long-term business success and societal progress are closely connected.

As we look to the future, our focus remains clear—to strengthen the institution we are building for generations to come. By combining innovation with responsible governance, ambition with prudence, and growth with accountability, we will continue to create enduring value for all our stakeholders.

On behalf of the Board, I extend my sincere appreciation to our employees, customers, business partners, shareholders and the communities we serve for the confidence they continue to place in Resil. Together, we will continue to build a company defined not only by what it achieves, but by how it achieves it.



MOHAN MS
CHAIRMAN

MESSAGE & INTRODUCTION

MESSAGE FROM THE MANAGING DIRECTOR

Expanding and Deepening: A Message to Our Partners



> "Innovation delivers its greatest impact when it is built through collaboration."

In an industry increasingly shaped by climate change, resource constraints, and evolving customer expectations, the efficient use of energy, water, and raw materials has become fundamental to the way we operate. At Resil Chemicals, sustainability is no longer a separate initiative—it is embedded in our business strategy, guiding how we innovate, manufacture, collaborate, and create long-term value.

As environmental and market challenges continue to evolve, we believe that meaningful progress begins with curiosity, continuous learning, and the willingness to challenge conventional thinking. By exploring new technologies, developing sustainable chemistries, and asking better questions, we strive to deliver solutions that meet the highest standards of quality, safety, regulatory compliance, and environmental responsibility.

Innovation delivers its greatest impact when it is built through collaboration. We view our customers, suppliers, research partners, and other stakeholders as integral participants in a shared journey of discovery and improvement. Together, we develop, evaluate, refine, and implement solutions that address real-world manufacturing challenges while supporting sustainability goals. Our Innovation and Application Laboratories enable us to transform ideas into practical, scalable solutions, ensuring that every collaboration contributes to improved product performance, operational efficiency, and reduced environmental impact.

Looking ahead, we remain committed to strengthening our capabilities through knowledge, technology, and people. By investing in digital transformation, advanced manufacturing technologies, research and development, and the continuous development of our workforce, we are building an agile and resilient organization prepared for the opportunities and challenges of tomorrow.

As a trusted partner to industries worldwide, we will continue to advance sustainable innovation, promote responsible chemistry, and foster transparent, long-term partnerships. Together, we can accelerate the transition toward a more resource-efficient, low-carbon, and circular economy, creating lasting value for our customers, our communities, and future generations.

We sincerely thank our customers, business partners, suppliers, employees, and all stakeholders for their continued trust, collaboration, and shared commitment to sustainability. We look forward to expanding our partnerships, deepening our impact, and shaping a more sustainable future—together.



Vijayan MS
MANAGING DIRECTOR

MESSAGE & INTRODUCTION

MESSAGE FROM THE CEO



> "At Resil Chemicals, sustainability is not merely a corporate responsibility—it is a strategic pillar that drives our long-term growth, innovation, and resilience."

At Resil Chemicals, sustainability is not merely a corporate responsibility—it is a strategic pillar that drives our long-term growth, innovation, and resilience. As a trusted manufacturer of specialty chemicals and silicone solutions, we recognize our responsibility to create value while safeguarding the environment, supporting our people, and contributing positively to society.

Throughout the year, we have continued to strengthen our sustainability framework by integrating environmental, social, and governance (ESG) principles into our business operations.



Health, Safety and Well-being

The health, safety, and well-being of our employees, contractors, and stakeholders remain our highest priority. We maintain a proactive safety culture through comprehensive risk management, safe chemical handling practices, occupational health monitoring, emergency preparedness, product stewardship, and continuous safety awareness programs. Our commitment to social responsibility is further reinforced through adherence to **SA8000** principles, ensuring fair labour practices, employee welfare, workplace dignity, and respect for human rights.

Responsible Supply Chain

We believe that sustainability extends beyond our own operations. Accordingly, we actively engage with our suppliers to promote responsible sourcing and sustainable business practices. Our supplier management framework emphasizes chemical compliance, Restricted Substances List (RSL) and Manufacturing Restricted Substances List (MRSL) adherence, ethical sourcing, environmental stewardship, human rights protection, and compliance with internationally recognized sustainability standards. Through collaborative partnerships, we continue to strengthen a resilient and responsible supply chain.

Our focus remains on sustainable manufacturing, product stewardship, energy efficiency, water conservation, responsible chemical management, regulatory compliance, and ethical governance.

These initiatives are aligned with globally recognized sustainability priorities, particularly the United Nations Sustainable Development Goals (SDGs), including Climate Action (SDG 13), Clean Water and Sanitation (SDG 6), Responsible Consumption and Production (SDG 12), and Good Health and Well-being (SDG 3).

Customer Commitment

Delivering sustainable solutions to our customers remains central to our business strategy. Our robust product stewardship program ensures that our products meet stringent environmental and chemical safety requirements while supporting customers in achieving their own sustainability objectives. Our commitment is demonstrated through globally recognized certifications and conformance programs, including bluesign®, ZDHC Level 3, ECO PASSPORT by OEKO-TEX®, GOTS, and other relevant industry standards. These certifications reinforce our dedication to product safety, transparency, and environmental responsibility.

Looking Ahead

As sustainability expectations continue to evolve, Resil Chemicals remains committed to innovation, operational excellence, and continuous improvement. We will continue investing in cleaner technologies, resource-efficient manufacturing, climate action initiatives, responsible product innovation, and transparent governance to create long-term value for all our stakeholders.

Acknowledgement

I extend my sincere appreciation to our employees, customers, suppliers, business partners, investors, and the communities in which we operate for their continued trust, collaboration, and support. Together, we are building a more sustainable, resilient, and responsible future.

Together, we will continue to innovate responsibly, grow sustainably, and create lasting value for generations to come.

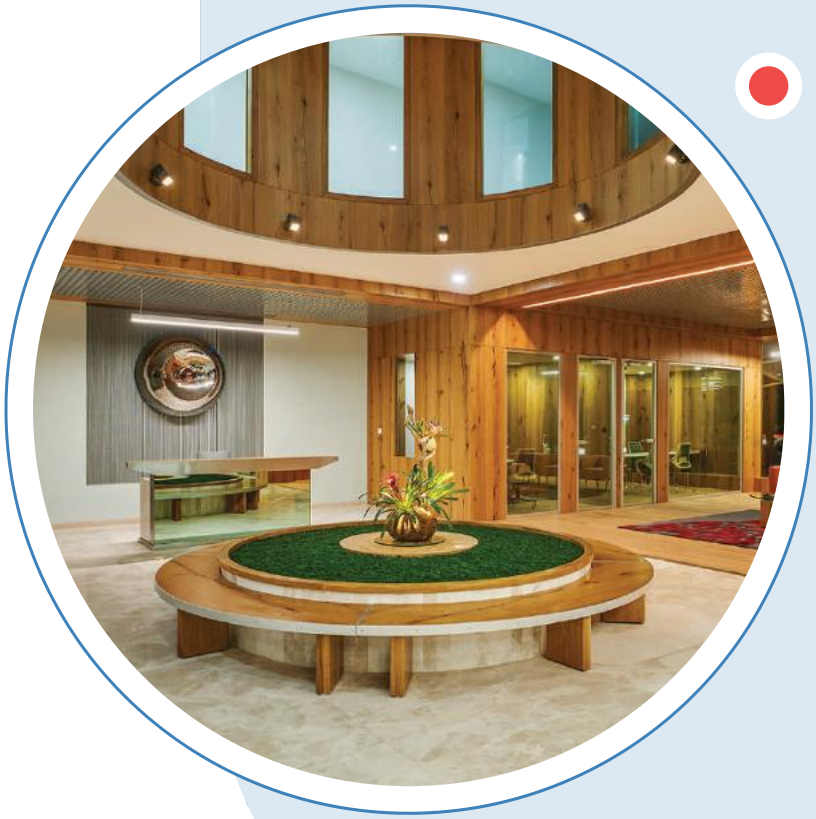


Ganesh Srinivasan
CHIEF EXECUTIVE OFFICER

Globally recognized certifications and conformance programs

Referenced in this report

bluesign SYSTEM PARTNER · ZDHC · OEKO TEX® ECO PASSPORT · GLOBAL ORGANIC TEXTILE STANDARD GOTS · SOCIAL ACCOUNTABILITY ACCREDITATION SERVICES · ENVIRONMENTAL MANAGEMENT SYSTEM ISO 14001 · International Organization for Standardization ISO 45001 · Higg Index



02

CHAPTER 02

About Resil & This Report

About the Company 10

About the Report 13

What We Do 12

ABOUT RESIL & THIS REPORT

ABOUT THE COMPANY



RESIL CHEMICALS · BENGALURU

Resil Chemicals Pvt. Ltd. is an Indian specialty chemical manufacturer with over three decades of experience in developing innovative, high-performance, and responsible chemical solutions. Established in 1994 and headquartered in Bengaluru, Karnataka, Resil has built a strong presence through its expertise in advanced silicone technologies, specialty chemicals, and responsible manufacturing practices.

Resil serves a diverse range of industries, including textiles, performance chemicals, automotive care, personal care, industrial applications, and antimicrobial technologies. Through its products, brands, and technology platforms, the company develops solutions designed to enhance product performance while supporting more sustainable outcomes through initiatives focused on safer chemistries, bio-based materials, water conservation, resource efficiency, and energy-efficient processes.

Driven by its vision of becoming a globally recognized organization distinguished by innovation, trust, and excellence, Resil integrates sustainability considerations into its business strategy and operations. The company's approach encompasses product stewardship, environmental protection, employee well-being, occupational health and safety, human rights, ethical business practices, and regulatory compliance.

Research and development are central to Resil's approach to innovation. Its scientific expertise and manufacturing capabilities enable the development of advanced solutions that address evolving customer and industry needs while supporting the transition toward more resource-efficient and sustainable practices.

Resil works closely with customers, employees, suppliers, and other stakeholders to understand emerging challenges and develop solutions that create long-term value. By combining scientific expertise, customer-centric innovation, operational excellence, and responsible manufacturing, the company continues to strengthen its contribution to a cleaner, safer, and more sustainable future.

504
Total Manpower

250+
Customers Globally

30
Years of Experience

Operational Presence

Resil Chemicals Pvt. Ltd. operates across three key locations in Karnataka, India:

Corporate Office
#28 & 30, BCIE, Old Madras Road,
Bengaluru, Karnataka – 560016, India.

Manufacturing Facility 1
IV Phase, Plot No. 53–57, Off Jigani Road,
KIADB Industrial Area, Yerandahalli, Bommasandra,
Bengaluru, Karnataka – 560099, India.

Manufacturing Facility 2
No. 56, KIADB Industrial Estate, 4th Phase,
Malur, Karnataka – 563130, India.

Environmental Boundary

For this Sustainability Report, the environmental reporting boundary covers the Corporate Office and both Manufacturing Facilities for the reporting period 1 April 2025 to 31 March 2026.

The boundary encompasses significant environmental aspects and impacts associated with operations under Resil's operational control, including:

- Energy consumption and greenhouse gas (GHG) emissions
- Water consumption and wastewater management
- Waste generation, segregation, treatment, and disposal
- Air emissions and emission-control measures
- Raw material and resource consumption
- Chemical use and management
- Environmental compliance and operational controls
- Other material environmental impacts associated with the company's operations

This defined boundary provides the basis for assessing and reporting Resil's environmental performance and progress during the reporting period and supports a consistent approach to sustainability performance measurement and continuous improvement.

ABOUT RESIL & THIS REPORT

WHAT WE DO

Our business portfolio includes:



- Textile solution



- Performance Chemicals



- VISTA AUTO



- N9 WTPL



- Personal Care



- Agro Specialty Ingredient's



- Addvance additve solutions



- Resil deep materials



- Custom Research & Technology Innovation

In FY 2025–26, we further strengthened our commitment to building a resilient, responsible, and sustainable supply chain. By collaborating closely with our suppliers and business partners, we continued to promote ethical sourcing, environmental stewardship, quality excellence, and responsible business practices across our value chain.

Workforce Metrics

Reporting Basis: Headcount-based, annual reporting, end-of-period actuals. Gender data is based on employee self-declaration.

Workforce Composition

504

Total Workforce
The total number of workers is 504.

269

Permanent Employees
The number of permanent employees is 269.

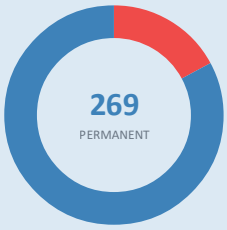
235

Non-Employee Workers
The number of non-employee workers is 235.

46

Women Employees
The number of women employees is 46.

PERMANENT EMPLOYEE DISTRIBUTION



FEMALE
46 employees, 17.1%

MALE
223 employees, 82.9%

ABOUT RESIL & THIS REPORT

ABOUT THE REPORT

Reporting Framework

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 and presents the Environmental, Social and Governance (ESG) performance of Resil Chemicals Private Limited for the financial year FY 2025–26 (1 April 2025 to 31 March 2026).

The report covers the Company's Corporate Office and Manufacturing Facilities and has been developed using information and data obtained from relevant business functions, operational records, internal management systems, and other supporting documentation.

The report has been prepared in accordance with the GRI reporting principles, including accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. These principles have guided the identification, collection, consolidation, and presentation of sustainability-related information.

The report has not been subject to external assurance or independent verification during the reporting period. Resil Chemicals Private Limited recognizes the importance of continuous improvement in sustainability reporting and welcomes feedback from stakeholders to strengthen the quality, transparency, and relevance of future reports.

REPORT OVERVIEW

REPORTING ELEMENT	DESCRIPTION
Reporting Period	FY 2025–2026
Reporting Framework	GRI Standards 2021
Reporting Cycle	Annual
Reporting Boundary	Corporate Office and Manufacturing Facilities / Operational Locations
Reporting Currency	Indian Rupees (INR), where applicable
Contact Person	Mohankumar A
Publication Frequency	Annual
External Assurance	Not externally assured for FY 2025–26
Reporting Feedback	Stakeholder feedback is welcomed to support continuous improvement



03

CHAPTER 03

Sustainability Vision

Our Sustainability Framework	15	Creating Value Through Responsible Innovation	16
Stakeholder Engagement	17	Integration of Risk into the Materiality Matrix	18
Management of Material Topics	21	Our Sustainable Development Goals	24

SUSTAINABILITY VISION

Our Sustainability Framework

Our Sustainability Framework is built around three interconnected pillars—People, Products, and Planet—which guide our approach to responsible and sustainable growth.

People reflect our commitment to providing a safe, inclusive, and empowering workplace, while fostering employee well-being, development, and engagement.

Products represent our focus on innovation, quality, responsible product development, and delivering sustainable silicone and specialty chemical solutions that create value for our customers.

Planet reflects our commitment to environmental stewardship through responsible resource management, emissions reduction, waste minimization, energy efficiency, and continuous improvement in our environmental performance.

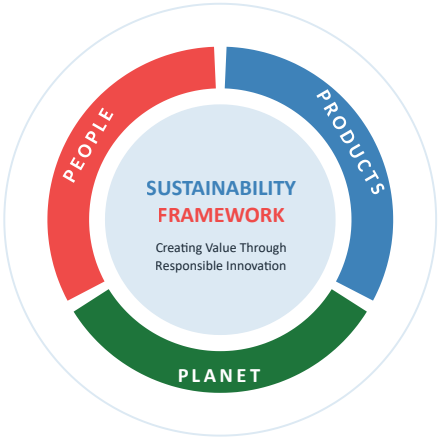
Together, these three pillars provide a structured approach to integrating sustainability into our business and support our ambition to create long-term value for our stakeholders while building a more resilient and responsible organization.

As we begin our sustainability reporting journey, we are committed to strengthening transparency, accountability, and continuous improvement. Our sustainability efforts are guided by globally recognized principles and frameworks, including the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (UN SDGs). This inaugural report represents an important first step in establishing a structured approach to measuring, communicating, and advancing our sustainability performance.

CORE VALUES
Our values guide our decisions and define who we are.

STRATEGIC PRIORITIES
Our focus areas drive responsible growth and long-term value creation.

EMPLOYEE VALUE PROPOSITION
We empower our people to grow, thrive and make a difference.



PEOPLE
We care for our people, promote a safe and inclusive workplace and support the communities we serve.

PRODUCTS
We innovate and deliver high-performance silicone solutions that create value for our customers and enable sustainable applications.

PLANET
We are committed to responsible operations, resource efficiency and minimizing our environmental impact.

UN SDGs
Aligned with the United Nations Sustainable Development Goals.

REPORTING FRAMEWORKS
Guided by GRI and aligned with global standards and best practices.

STAKEHOLDER ENGAGEMENT
Collaborating with our stakeholders to create shared and lasting value.

LONG-TERM VALUE CREATION
Building a resilient business that creates sustainable value for the future.

SUSTAINABILITY VISION

Creating Value Through Responsible Innovation

Resil Chemicals' commitment to combining innovation with responsibility to create solutions that deliver lasting value. As a manufacturer of silicone and specialty chemical solutions, we recognize that innovation must go hand in hand with responsible manufacturing, environmental stewardship, ethical business practices, and care for our people and communities.

Our sustainability approach is embedded in the way we operate, innovate, and grow. Guided by our core values, we continuously seek opportunities to improve operational performance, strengthen responsible manufacturing practices, enhance workplace safety and well-being, and develop solutions that contribute to a more sustainable future.

Through this approach, we aim to create value not only through the products we deliver, but also through the positive impact we create across our operations and stakeholder relationships.

Our inaugural Sustainability Report marks the beginning of a journey toward greater transparency, measurable progress, and continuous improvement. We remain committed to strengthening our sustainability practices and working collaboratively with our stakeholders to build a more resilient, responsible, and sustainable future.

SUSTAINABILITY VISION

STAKEHOLDER ENGAGEMENT

Engaging with Our Stakeholders

Resil Chemicals Private Limited recognizes that meaningful stakeholder engagement is essential for understanding the expectations, concerns, and priorities that may influence our sustainability strategy and business activities.

During the reporting period, the Company conducted a structured stakeholder engagement exercise covering key internal and external stakeholder groups, including:

- Employees
- Management
- Customers
- Suppliers
- Contractors

The engagement was designed to capture perspectives from stakeholders with different relationships to the Company's operations and to support the identification and prioritization of relevant Environmental, Social and Governance (ESG) topics.

Stakeholder Assessment Methodology

A structured questionnaire was developed to assess sustainability topics relevant to the Company's business and stakeholders. The assessment considered relevant principles and topic areas referenced in the GRI Standards, SASB Chemicals Industry Standard, BRSR requirements, and relevant industry practices.

Stakeholders were asked to assess the importance of identified sustainability topics using a five-point scale, ranging from low importance to very high importance.

The responses were consolidated and analysed, and average scores were calculated for the assessed topics. The results were used to identify topics that stakeholders considered particularly significant and to inform the Company's sustainability priorities.

Stakeholder Priority Areas

The stakeholder engagement exercise identified the following topics as areas of significant importance:

HIGHEST-PRIORITY TOPICS:

- **Water Conservation**
- **Waste Management**
- **Employee Wellbeing**
- **Process Safety**

OTHER SIGNIFICANT TOPICS:

- Climate Change and GHG Emissions
- Air Emissions
- Responsible Chemical Management
- Occupational Health and Safety
- Business Ethics
- Safe Reporting of Concerns

Using Stakeholder Feedback

The outcomes of stakeholder engagement provide valuable inputs for the Company's sustainability planning and risk-management processes. The identified priorities are considered alongside business impacts, environmental and social considerations, regulatory requirements, stakeholder expectations, and operational risks.

Resil Chemicals will continue to engage with relevant stakeholders periodically to understand changing expectations, identify emerging sustainability issues, and strengthen its materiality assessment, ESG strategy, risk management, and sustainability performance.

This approach reinforces our commitment to maintaining an open dialogue with stakeholders and using their perspectives to support responsible decision-making and continuous improvement.

SUSTAINABILITY VISION

INTEGRATION OF RISK INTO THE MATERIALITY MATRIX

Connecting Stakeholder Priorities with Business and Sustainability Impacts

During the current reporting cycle, Resil Chemicals Private Limited conducted a review of its material sustainability topics to assess their continued relevance to the Company's business, stakeholders, and sustainability objectives.

The review combined stakeholder perspectives with an assessment of business risks, sustainability impacts, industry considerations, and relevant external benchmarks. This integrated approach enabled the Company to consider both the importance of sustainability topics to stakeholders and their potential significance to the Company's operations and long-term value creation.

Materiality Review Process

The review process considered the following key inputs:

- Stakeholder priorities identified through the structured stakeholder engagement exercise.
- Potential environmental, social, and governance impacts associated with each topic.
- Potential effects on financial performance and business resilience.
- Potential implications for regulatory and statutory compliance.
- Potential impacts on operational continuity and performance.
- Potential implications for reputation and stakeholder trust.
- Relevant industry trends and emerging sustainability risks.
- Peer benchmarking and industry practices.
- Relevant topic areas and guidance from the SASB Chemicals Industry Standard.
- Applicable BRSR requirements and other relevant sustainability reporting considerations.

Each material topic was assessed based on its relevance, potential impact, stakeholder importance, and significance to the Company's business and sustainability objectives.

Integration of Risk and Business Impact

Stakeholder priorities were complemented by an assessment of the potential risks and impacts associated with each material topic. This helped identify sustainability issues that may have a significant bearing on the Company's ability to maintain operational resilience, meet regulatory requirements, manage environmental and social impacts, protect its reputation, and create long-term value.

The assessment also incorporated insights from peer benchmarking and the SASB Chemicals Industry Standard to strengthen consideration of industry-specific sustainability risks and business impacts.

Accordingly, the materiality assessment was not based solely on stakeholder preference. The final assessment considered the combined perspective of stakeholder importance, sustainability impact, business relevance, risk exposure, and industry context.

Material Topics

The outcome of the current review reaffirms the relevance and importance of the previously identified 11 Material Topics.

The identified material topics include:

- Water Conservation
- Energy Management
- Responsible Chemical Management
- Process Safety
- Occupational Health and Safety
- Waste Management
- Climate Change and GHG Emissions
- Air Emissions
- Product Stewardship
- Business Ethics
- Sustainable Procurement

These topics represent areas where Resil Chemicals has identified significant relevance from stakeholder, operational, environmental, social, governance, and business-risk perspectives.

ESG Theme Classification

The 11 material topics are organized under the Company's broader Environmental, Social, and Governance (ESG) themes to support clear accountability, management, and reporting.

Environmental:

Topics relating to resource conservation, waste, emissions, climate change, and environmental impacts.

Social:

Topics relating to employee health and safety, occupational exposure, process safety, and responsible product-related impacts.

Governance:

Topics relating to business ethics, emergency preparedness, responsible procurement, risk management, and responsible business practices.

Environment		Social		Governance	
1	Water Conservation & Water Stress Management	8	Process Safety & Operational Reliability	10	Business Ethics & Compliance
2	Waste Management & Recycling	9	Occupational Health & Safety	11	Sustainable Procurement
3	Responsible Chemical Management				
4	Climate Change & GHG Emissions				
5	Air Emissions & Pollution Prevention				
6	Product Stewardship & Lifecycle Responsibility				
7	Energy Management				

Use of the Materiality Assessment

The integrated materiality assessment provides a foundation for Resil Chemicals' sustainability strategy, ESG risk management, performance monitoring, target setting, stakeholder engagement, and sustainability disclosures.

The material topics will be periodically reviewed to reflect changes in stakeholder expectations, business operations, regulatory requirements, industry developments, emerging risks, and the Company's sustainability priorities.

Through this integrated approach, Resil Chemicals aims to ensure that its materiality matrix reflects both what matters to stakeholders and what may significantly affect the Company's environmental and social impacts, business resilience, regulatory compliance, operational performance, reputation, and long-term value creation.

MATERIALITY MATRIX

Resil Chemicals Pvt. Ltd.



Topics are positioned based on Stakeholder Importance and Business Impact

SUSTAINABILITY VISION

MANAGEMENT OF MATERIAL TOPICS

Resil Chemicals Private Limited manages its material sustainability topics through an integrated approach covering governance, risk management, operational controls, performance monitoring, stakeholder engagement and continual improvement.

The Company identifies and manages material topics based on the significance of its impacts on the economy, environment and people, together with stakeholder expectations, regulatory requirements, business priorities and sustainability risks.

For each material topic, the Company applies the following management approach:

1. Identification and Assessment of Impacts

Material topics are identified through stakeholder engagement, internal assessments, ESG risk assessment, regulatory and customer requirements, operational considerations, industry practices and relevant sustainability frameworks.

The Company evaluates the actual and potential impacts associated with its activities, products, services and business relationships and considers their significance in determining management priorities.

2. Governance and Accountability

Responsibility for managing material topics is integrated into the Company's governance and management systems. The Board and senior management provide strategic oversight, while relevant functional teams are responsible for implementation, monitoring and reporting within their respective areas.

Material sustainability matters are addressed through applicable policies, procedures, objectives, risk assessments, operational controls, management reviews and corrective actions.

3. Policies and Management Systems

The management of material topics is supported by the Company's policies and management systems, including, as applicable:

- Environmental Management System;
- Quality Management System;
- Occupational Health and Safety Management System;
- Business Ethics and Anti-Bribery and Anti-Corruption policies;
- Whistleblower and grievance mechanisms;
- Labour and Human Rights practices;
- Responsible Chemical Management practices;
- Sustainable Procurement practices;
- Energy and resource conservation initiatives;
- Emergency preparedness and business continuity arrangements.

4. Actions to Manage Material Topics

The Company implements operational and strategic measures based on the nature and significance of each material topic. These may include:

- Resource and energy efficiency initiatives;
- Water conservation and wastewater management;
- Waste minimization, segregation, recovery and responsible disposal;
- Responsible chemical handling and product stewardship;
- Process safety and occupational health and safety controls;
- Greenhouse gas and air-emission management;
- Employee training, wellbeing and development;
- Responsible sourcing and supplier assessment;
- Ethical business practices and compliance management;
- Emergency preparedness, response and business continuity planning.

5. Monitoring and Performance Evaluation

Performance related to material topics is monitored through defined indicators, inspections, audits, assessments, management reviews, compliance evaluations and stakeholder feedback, as applicable.

Where quantitative indicators are available, performance is reported in the relevant sections of this Sustainability Report. The Company uses the results of monitoring and evaluation to identify gaps, establish improvement actions and track progress against objectives and targets.

6. Stakeholder Engagement and Grievance Mechanisms

Stakeholder expectations are considered in identifying and managing material topics. Key stakeholder groups include employees, management, customers, suppliers and contractors.

The Company maintains appropriate channels for raising concerns, grievances and ethical issues. Reported concerns are reviewed through established processes, with appropriate investigation, corrective action and follow-up where required.

7. Effectiveness of Management Actions

The effectiveness of management actions is evaluated through performance monitoring, internal and external audits, compliance assessments, incident and near-miss reviews, risk assessments, management reviews, stakeholder feedback and progress against established objectives and targets.

Where gaps or adverse impacts are identified, corrective and preventive actions are established and monitored to closure.

8. Continuous Improvement

Resil Chemicals is committed to continually improving the management of its material sustainability topics. The Company periodically reviews its risks, impacts, stakeholder expectations, regulatory requirements, performance and emerging sustainability issues to identify opportunities for improvement.

The material topics identified for FY 2025–26 and their corresponding management approaches are presented throughout this Sustainability Report.

Material Topics and Corresponding Management Approach

MATERIAL TOPIC	KEY MANAGEMENT APPROACH
Energy Management	Energy-use monitoring, energy efficiency, process and equipment optimization, preventive maintenance, renewable energy initiatives and reduction of energy-related GHG emissions.
Water Conservation	Water-use monitoring, conservation initiatives, wastewater treatment, recycling/reuse opportunities and rainwater harvesting
Waste Management	Waste segregation, minimization, recovery/recycling, authorized disposal and monitoring of hazardous and non-hazardous waste
Responsible Chemical Management	Chemical hazard assessment, safe storage and handling, PPE, engineering controls, training and responsible product management
Process Safety	Process hazard identification, HIRA, operating controls, emergency preparedness, inspections and preventive maintenance
Occupational Health and Safety	ISO 45001-based management, risk assessment, health surveillance, training, incident investigation and emergency preparedness
Climate Change and GHG Emissions	Energy efficiency, renewable energy initiatives, GHG monitoring and reduction targets
Air Emissions	Emission monitoring, process controls, filtrations, equipment maintenance and cleaner energy initiatives
Product Stewardship	Responsible product development, safer chemical management, customer requirements and applicable sustainability/conformance programmes

Business Ethics	Code of Conduct, anti-bribery and anti-corruption controls, whistleblower mechanisms and compliance monitoring
Emergency Preparedness	Emergency response plans, defined responsibilities, training, drills and business continuity arrangements
Sustainable Procurement	Supplier standards, ESG assessments, supplier engagement, sustainable sourcing and supplier performance monitoring
Occupational Exposure	Workplace exposure assessment, monitoring, engineering controls, ventilation, PPE and occupational health measures



SUSTAINABILITY VISION

OUR SUSTAINABLE DEVELOPMENT GOALS

ENVIRONMENT

ENERGY MANAGEMENT AND EMISSIONS



WASTE AND HAZARDOUS MATERIAL MANAGEMENT



WATER AND EFFLUENT MANAGEMENT



RESOURCE OPTIMIZATION



SOCIAL

ENERGIZING LOCAL COMMUNITIES



OCCUPATIONAL HEALTH, SAFETY AND EMPLOYEE WELLBEING



HUMAN RIGHTS



DATA SECURITY



TRAINING AND SKILL DEVELOPMENT



GOVERNANCE

CUSTOMER SATISFACTION



BUSINESS ETHICS



SUSTAINABLE PROCUREMENT





04

CHAPTER 04

Environmental Responsibility

Environmental Management 26

Air Quality Management 27

Noise Management 28

ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL MANAGEMENT

Managing Environmental Impacts Responsibly

At Resil Chemicals Pvt. Ltd., our environmental management approach is guided by the principles of sustainable development, responsible resource use, pollution prevention, and continual improvement. We recognize that responsible manufacturing requires a clear understanding of how our operations interact with the environment and the potential impacts associated with our activities.

We adopt a structured and proactive approach to identify, assess, control, and monitor environmental impacts across our manufacturing and supporting operations. Through systematic environmental management, regulatory compliance, employee awareness, and data-driven decision-making, we strive to minimize environmental impacts while strengthening operational efficiency and long-term environmental resilience.

Key Elements of Our Environmental Management Approach

Sustainable Resource Use

We promote the efficient and responsible use of natural resources, with emphasis on resource conservation, reduction of avoidable consumption, and continual improvement in resource efficiency to support long-term availability for future generations.

Environmental Awareness and Engagement

We foster a culture of environmental responsibility by promoting awareness among employees and relevant business partners. Training, communication, and engagement initiatives help strengthen understanding of environmental responsibilities and encourage responsible practices across our operations.

Certified Environmental Management System

Our Environmental Management System (EMS) is certified to **ISO 14001:2015**, providing a structured framework for identifying environmental aspects and impacts, establishing controls and objectives, monitoring performance, fulfilling applicable compliance obligations, and driving continual improvement.

Proactive Environmental Risk Management

We systematically identify and assess environmental risks associated with our operations and implement appropriate preventive and control measures. Environmental performance is monitored through defined processes, compliance evaluations, audits, and management reviews to strengthen accountability, transparency, and continual improvement.

Pollution Prevention and Environmental Protection

We focus on preventing and minimizing potential impacts related to waste generation, air emissions, wastewater, chemical management, resource consumption, and other environmental aspects associated with our operations. Appropriate operational controls and monitoring mechanisms are implemented to support responsible environmental performance.

Through these initiatives, Resil Chemicals continues to integrate environmental considerations into its operational planning, risk management, compliance framework, and sustainability strategy, reinforcing our commitment to responsible manufacturing and long-term environmental stewardship.

ENVIRONMENTAL RESPONSIBILITY

AIR QUALITY MANAGEMENT

Protecting Air Quality and Preventing Atmospheric Emissions

At Resil Chemicals Pvt. Ltd., we are committed to maintaining good air quality across our operations and minimizing the release of atmospheric pollutants. Our approach focuses on emission prevention, effective engineering controls, regular monitoring, equipment efficiency, and continual improvement to minimize potential impacts on employees, surrounding communities, and the environment.

We conduct periodic ambient and indoor air-quality monitoring to assess key parameters, including Particulate Matter (PM_{10} and $PM_{2.5}$), Sulphur Dioxide (SO_2), and Nitrogen Oxides (NO_x). Monitoring results during the reporting period were within the applicable prescribed environmental limits, supporting the effectiveness of our existing emission-control measures.

PM_{10} · $PM_{2.5}$
Particulate Matter monitored

SO_2 · NO_x
Sulphur Dioxide · Nitrogen Oxides monitored

Key Air Quality Management Practices

Emission Monitoring
Periodic monitoring and assessment of ambient and workplace air quality are undertaken to identify potential emission sources and evaluate environmental performance.

Efficient Fuel and Equipment Use
The Company promotes the use of relatively lower-emission fuels, where technically and operationally feasible, and maintains DG sets and other combustion equipment through preventive maintenance programmes to support efficient operation and minimize emissions.

Particulate Matter Control
Dust suppression measures, air-filtration systems, and appropriate closed or controlled material-handling arrangements are implemented to minimize the release and dispersion of particulate matter.

VOC and Process Emission Control
Resil continues to implement process improvements, engineering controls, and technology upgrades to reduce potential emissions of Volatile Organic Compounds (VOCs), SO_2, and NO_x associated with its operations.

Preventive Maintenance
Regular inspection and preventive maintenance of emission-generating equipment help maintain operating efficiency and reduce the potential for abnormal emissions.

Third-Party Monitoring and Compliance
Environmental monitoring is supported by periodic third-party testing and reporting, as applicable. The results are reviewed against applicable statutory requirements and internal environmental controls to identify opportunities for corrective action and continual improvement.

Through these measures, Resil seeks to maintain effective control over atmospheric emissions and strengthen its commitment to responsible manufacturing, employee well-being, environmental protection, and regulatory compliance.

ENVIRONMENTAL RESPONSIBILITY

NOISE MANAGEMENT

Preventive Maintenance for Noise Control

Resil recognizes that equipment-generated noise can be an important occupational and environmental aspect of industrial operations. Preventive maintenance is therefore integrated into equipment management to identify and address conditions that may result in abnormal or excessive noise.

Equipment and associated components are periodically inspected for loose, worn, damaged, misaligned, or deteriorated parts. Corrective maintenance is undertaken based on inspection findings and applicable manufacturer recommendations.

Particular attention is given to components such as:

- Rotating components;
- Guards and mechanical assemblies; and
- Other equipment components that may contribute to abnormal noise.

Where required, noise levels are monitored during maintenance inspections to help identify abnormal operating conditions at an early stage. Repairs and replacement of noise-generating components are documented and tracked to support timely closure and continual improvement.



05

CHAPTER 05

Energy & Climate

Energy Management and Emissions 30

Climate, Energy, Resource Efficiency and Sustainable Product Commitments 34

GHG Emissions 32

ENERGY & CLIMATE

ENERGY MANAGEMENT AND EMISSIONS



ENERGY MANAGEMENT

At Resil Chemicals Pvt. Ltd., we are committed to improving energy efficiency, optimizing resource utilization, and progressively reducing greenhouse gas (GHG) emissions across our operations. Our energy management approach is driven by continual improvement, process optimization, technological advancement, and the adoption of cleaner energy solutions wherever feasible.

We systematically monitor energy consumption across our operations to identify opportunities for improving efficiency and reducing energy-related environmental impacts. Energy performance considerations are incorporated into operational planning, equipment selection, maintenance, and process optimization.

Our GHG management approach currently focuses on Scope 1 and Scope 2 emissions, with emissions calculated based on fuel consumption and purchased electricity, respectively. We are also strengthening our understanding of value-chain emissions through planned Scope 3 screening and mapping. Resil aims to complete Scope 3 emissions mapping and establish a baseline by 2028, supporting the development of a more comprehensive long-term emissions reduction roadmap.

Greenhouse Gas Emission Reduction Targets

Resil is committed to reducing GHG emissions through a combination of energy efficiency, renewable energy adoption, process optimization, and progressive electrification.

Fabrication and machining operations are predominantly powered by electricity, reducing direct dependence on fossil fuels for these activities.

Recognizing the contribution of company-owned vehicles and other fuel-consuming activities to direct CO_2 emissions, Resil is exploring measures to improve fuel efficiency and progressively transition toward lower-carbon transportation solutions.

Our long-term climate action approach focuses on:

- Improving energy efficiency across operations;
- Increasing the use of renewable electricity;
- Optimizing fuel consumption and combustion efficiency;
- Improving the efficiency of motors, pumps, compressors, and cooling systems;
- Strengthening energy monitoring and sub-metering;
- Progressively electrifying suitable applications and transportation;
- Evaluating lower-carbon technologies and solutions; and
- Strengthening value-chain emissions assessment through Scope 3 screening.

As part of our 2030 Greenhouse Gas Emissions Reduction Plan, Resil has established a target to increase the share of renewable energy to 30–40% of total energy consumption by 2030, supported by phased investments in solar energy and other renewable energy solutions.

30–40% share of renewable energy in total energy consumption targeted **by 2030**

Energy Consumption Overview

2,382,321 kWh
Electricity

83,547.23 litres
Diesel

110,389.4 SCM
PNG

95 kg
LPG

ENERGY SOURCE	FY 2025–26 CONSUMPTION
Electricity	2,382,321 kWh
Diesel	83,547.23 litres
LPG	95 kg
PNG	110,389.4 SCM

During the reporting period, a significant portion of energy consumption was derived from non-renewable sources. Resil is progressively exploring opportunities to increase renewable energy adoption and improve overall energy efficiency.

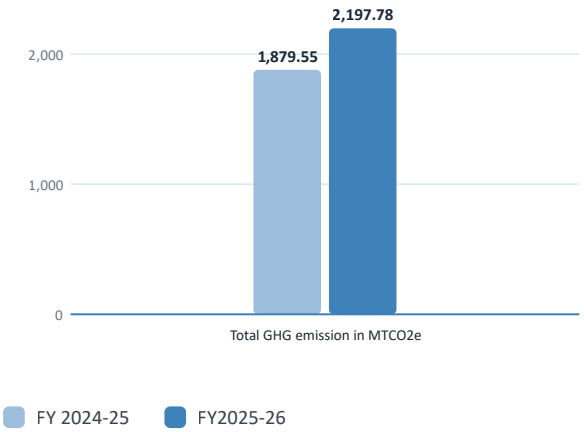
ENERGY & CLIMATE

GHG EMISSIONS

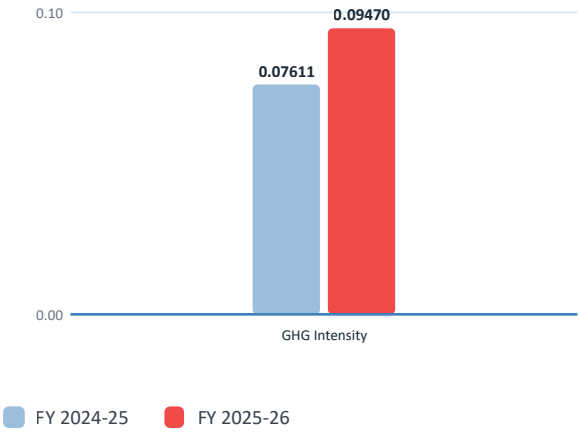
Monitoring and Reducing Greenhouse Gas Emissions

Resil Chemicals Pvt. Ltd. continues to strengthen its GHG emissions management by monitoring Scope 1 and Scope 2 emissions across Unit-1, Unit-3, and Unit-4.

GHG Emission (MtCO2e)



GHG Intensity (MtCO2e/Mt)



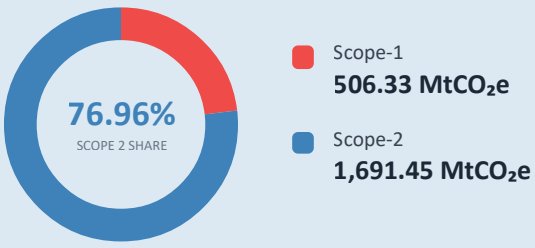
During FY 2025–26, total GHG emissions were 2,197.78 $MtCO_2e$, compared with 1,879.55 $MtCO_2e$ in FY 2024–25, representing an increase of 16.93%.

GHG emissions intensity increased from 0.07611 $MtCO_2e/Mt$ in FY 2024–25 to 0.09470 $MtCO_2e/Mt$ in FY 2025–26. The increase in intensity was primarily influenced by a 6.02% decline in manufacturing output during the reporting period.

Scope 2 Emissions

Scope 2 emissions accounted for approximately **76.96% of total GHG emissions** during FY 2025–26. Accordingly, purchased electricity and energy efficiency remain important areas of focus within Resil's climate action strategy.

Scope wise GHG emission FY 2025-26



2,197.78 $MtCO_2e$
Total GHG emissions FY 2025–26

16.93%
Increase compared with FY 2024–25

35.29%
Increase in Unit-4 GHG emissions

5%
Scope 1 + 2 reduction target by 2030

The Company is pursuing initiatives including:

- Increased adoption of renewable electricity;
- Installation and strengthening of energy sub-metering;
- Use of energy-efficient motors;
- Installation and optimization of Variable Frequency Drives (VFDs);
- Pump and compressor efficiency optimization;
- Power-factor improvement;
- Cooling-system efficiency improvements;
- Fuel-efficiency improvement;
- Combustion optimization; and
- Improved refrigerant management.

Unit-Level Focus

Unit-4 has been identified as a priority area for emissions reduction, with GHG emissions increasing by 35.29% during FY 2025–26. Resil is focusing on identifying the operational drivers of this increase and implementing appropriate energy-efficiency and emissions-reduction measures.

The Company is also strengthening the management of direct fuel-related emissions through improved fuel efficiency, combustion optimization, equipment performance monitoring, and appropriate maintenance practices.

GHG Reduction Target

Resil has established a target to reduce combined Scope 1 and Scope 2 GHG emissions by 5% by 2030. Performance against this target will be periodically reviewed to assess progress and identify additional opportunities for emissions reduction.

Scope 3 Emissions

From FY 2026–27, Resil plans to undertake a Scope 3 emissions screening exercise to strengthen its understanding of value-chain emissions. The exercise will support the development of a Scope 3 baseline and inform future climate action initiatives across relevant upstream and downstream activities.

GHG performance and relevant emissions-related information are communicated to internal stakeholders to support awareness, informed decision-making, and continual improvement in climate performance.

ENERGY & CLIMATE

CLIMATE, ENERGY, RESOURCE EFFICIENCY AND SUSTAINABLE PRODUCT COMMITMENTS

Building a Resource-Efficient and Climate-Responsible Business

Resil Chemicals Pvt. Ltd. is committed to progressively reducing the environmental and climate impacts associated with its operations through an integrated approach to energy management, GHG emissions reduction, resource efficiency, waste minimization, responsible material use, circular-economy practices, and sustainable product stewardship.

Our approach focuses on improving operational efficiency while reducing resource consumption and environmental impacts throughout relevant stages of our value chain. Key areas of focus include:

Energy Efficiency
Improving energy performance through efficient equipment, process optimization, monitoring, and maintenance.

Renewable Energy
Progressively looking the use of renewable energy and evaluating suitable low-carbon energy solutions.

GHG Management
Monitoring Scope 1 and Scope 2 emissions and strengthening value-chain emissions assessment through planned Scope 3 screening.

Resource Efficiency
Optimizing the use of energy, water, raw materials, and other resources.

Waste Minimization
Reducing waste generation at source and increasing opportunities for reuse, recycling, and recovery.

Circular Economy
Exploring opportunities to retain materials and resources in productive use for longer and reduce disposal.

Responsible Materials
Evaluating sustainable, recyclable, and safer material alternatives where technically feasible.

Product Stewardship
Considering environmental impacts across relevant stages of the product life cycle.

Environmental Compliance
Maintaining appropriate controls, monitoring systems, records, and compliance processes.

Continual Improvement
Periodically reviewing environmental performance and implementing improvement actions based on identified risks and opportunities.

Through these initiatives, Resil aims to strengthen environmental performance, operational resilience, resource productivity, and long-term sustainable value creation.



06

CHAPTER 06

Water Management

Water Management 36

WATER MANAGEMENT

WATER MANAGEMENT

Responsible Water Stewardship

At Resil Chemicals Pvt. Ltd., we recognize water as an important natural resource supporting both industrial operations and surrounding ecosystems. Our water management approach focuses on responsible withdrawal, efficient utilization, conservation, wastewater management, and progressive adoption of circular water practices.

We are strengthening our water management systems through improved monitoring, conservation initiatives, employee awareness, water-risk assessment, and planned investments in water recycling and rainwater harvesting.

Water Consumption Overview

During **FY 2025–26**, Resil monitored water withdrawal, consumption, and wastewater management to identify opportunities for improved efficiency and reduced freshwater dependency.

Water withdrawn / consumed · FY 2025–26

By source (KL)



Municipal / Third-Party Supply · 12,997.9 KL Borewell · 23,863.2 KL

36,861.1 KL	12,997.9 KL	23,863.2 KL	1,222 KL
Total Water Withdrawn / Consumed	Municipal / Third-Party Supply	Borewell	Wastewater treated and managed through ETP and STP

WATER SOURCE	FY 2025–26
Municipal / Third-Party Supply	12,997.9 KL
Borewell	23,863.2 KL
Total Water Withdrawn / Consumed	**36,861.1 KL**

Resil manages process and domestic wastewater through designated treatment systems.

During the reporting period, a total of **1,222 KL of wastewater was treated and managed through the facility's Combined ETP and STP systems**

Treated wastewater is recycled or reused wherever applicable, supporting responsible water management and reducing freshwater requirements.

Current Water Management Practices

Rainwater Harvesting

Resil has a rainwater harvesting system to collect and store the rain water.

Effluent and Sewage Management

Process and domestic wastewater streams are managed through designated systems. Treated waste water utilized for gadening purpose as per local regulations.

Leak Prevention and Maintenance

Regular inspections and maintenance of internal plumbing and water distribution systems are undertaken to identify leaks and minimize avoidable water losses.

Employee Awareness

Employees are encouraged to adopt water-efficient practices through awareness initiatives, workplace communications, and notices displayed across the facilities.

Water Risk Assessment

Resil periodically evaluates water-related risks and opportunities, considering water consumption patterns, operational requirements, potential water availability concerns, and opportunities for conservation and reuse.

Water Management Initiatives

To further strengthen water stewardship and reduce dependency on freshwater resources, Resil has identified the following initiatives for phased implementation:

Water Recycling System

Resil plans to establish a **greywater recycling system by 2028**, subject to technical and operational feasibility, to enable treated water to be reused for suitable applications such as cooling, cleaning, and landscaping.

Expansion of Rainwater Harvesting

The Company intends to expand its rainwater harvesting infrastructure to capture greater volumes during the monsoon season and increase the use of harvested rainwater for suitable non-process applications.

Periodic Water Audits

Resil intends to conduct comprehensive **water audits at two-year intervals** to identify optimization opportunities, improve water-use efficiency, and reduce its overall water footprint.

Water-Efficient Equipment

Future equipment procurement will consider water efficiency as an important criterion, with preference for technologies and equipment that can reduce water consumption over their operating life.



07

CHAPTER 07

Waste & Circular Economy

Waste Management 39

Continuous Improvement in Waste Management 42

Sustainable Material Usage 41

WASTE & CIRCULAR ECONOMY

WASTE MANAGEMENT

Advancing Responsible Waste Management and Resource Efficiency

At Resil Chemicals Pvt. Ltd., responsible waste management is an integral part of our environmental stewardship approach. We focus on the systematic identification, segregation, safe handling, storage, recovery, treatment, and responsible disposal of waste generated from our operations.

Our waste management practices are designed to minimize waste generation at source, maximize opportunities for recovery and reuse, and ensure that unavoidable waste is managed through authorized channels in accordance with applicable regulatory requirements and internal environmental controls.

Waste Management Approach

Our approach is guided by the principles of the **waste hierarchy**, with emphasis on:

01 **Waste prevention and minimization** at source;

02 **Segregation of waste** according to its characteristics and disposal requirements;

03 **Reuse and recovery** wherever technically and economically feasible;

04 **Recycling and resource recovery** through authorized agencies;

05 **Safe storage and handling** of hazardous and other regulated waste;

06 **Treatment and disposal** through authorized waste-management facilities; and

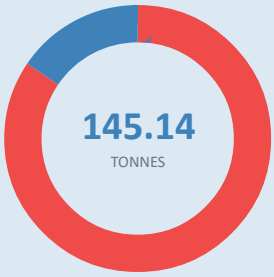
07 **Monitoring and documentation** to support regulatory compliance and traceability.

Waste Generated During FY 2025–26

During FY 2025–26, Resil generated approximately 145.14 tonnes of waste, comprising both hazardous and non-hazardous waste from its manufacturing and supporting operations.

The Company continues to strengthen waste segregation, storage, tracking, and disposal practices to improve resource efficiency and minimize the potential environmental impacts associated with waste generation.

Total waste generated FY 2025-26



Hazardous waste
122.425 t

Non Hazardsou waste
22.716 t

145.14t
Waste generated during FY 2025–26

122.425t
Hazardous waste

22.716t
Non Hazardsou waste

Zero
Waste-to-landfill: long-term objective

Hazardous Waste Management

Hazardous waste is identified, segregated, labelled, and stored in designated areas with appropriate controls to prevent environmental contamination and protect employees and authorized handlers. Disposal, treatment, recycling, or recovery is undertaken through authorized waste-management agencies, as applicable.

The Company maintains appropriate records and documentation for the movement and disposal of regulated waste in accordance with applicable statutory requirements.

Non-Hazardous Waste Management

Non-hazardous waste streams are segregated at source and directed toward appropriate reuse, recycling, recovery, or disposal routes. Efforts are made to improve segregation quality and increase opportunities for material recovery.

Moving Towards a Circular Economy

Resil continues to explore opportunities to move beyond conventional waste disposal toward a more circular approach to resource management. This includes reducing waste generation, increasing material recovery, improving segregation, identifying reusable materials, and strengthening collaboration with authorized recyclers and waste-management partners.

Future initiatives will focus on improving waste intensity monitoring, recovery and recycling rates, source-level segregation, waste traceability, and resource recovery, thereby supporting the Company's broader sustainability and environmental objectives.

WASTE & CIRCULAR ECONOMY

SUSTAINABLE MATERIAL USAGE

Promoting Resource Efficiency and Responsible Material Choices

At Resil Chemicals Pvt. Ltd., we seek to improve resource efficiency through responsible material selection, waste minimization, reuse, recovery, and recycling. Our material-management approach supports the broader objectives of reducing environmental impacts, improving resource productivity, and progressing toward a more circular economy.

Where technically and operationally feasible, Resil has reduced the use of conventional plastic packaging materials and introduced wood-based alternatives such as plywood for suitable applications. This transition is intended to reduce dependence on selected non-biodegradable packaging materials and support more responsible material use.

Material selection and procurement decisions increasingly consider factors such as recyclability, durability, environmental performance, regulatory requirements, and availability of safer alternatives, where applicable.

Waste Minimization and Monitoring

Resil periodically reviews its waste generation and management practices to identify opportunities for source reduction, reuse, recycling, and resource recovery.

Key practices include:

- Conducting periodic waste audits to identify waste-reduction and recycling opportunities;
- Segregating waste at the point of generation;
- Ensuring waste handlers, recyclers, and treatment partners are appropriately authorized;
- Conducting employee awareness programmes on waste segregation and contamination prevention;
- Maintaining records of waste generated, transferred, treated, recovered, and disposed;
- Strengthening waste traceability and monitoring;
- Evaluating opportunities for material recovery and reuse; and
- Integrating waste performance into environmental compliance and continual-improvement activities.

WASTE & CIRCULAR ECONOMY

CONTINUOUS IMPROVEMENT IN WASTE MANAGEMENT

Resil conducts periodic reviews and waste audits to identify opportunities for reducing waste generation and improving recovery and recycling performance. Waste management activities are undertaken in accordance with applicable environmental legislation, including requirements applicable to hazardous and other regulated wastes.

Key Improvement Initiatives

Authorized Waste Management Partners

Resil works with appropriately authorized recyclers, waste handlers, and treatment facilities for the responsible recovery, treatment, and disposal of applicable waste streams.

Waste Segregation at Source

Waste is segregated at the point of generation into appropriate categories, including hazardous, recyclable, and non-recyclable streams, to improve traceability and facilitate appropriate treatment or recovery.

Employee Awareness and Training

Employees are periodically sensitized and trained on waste minimization, segregation, safe handling, storage, and disposal practices.

Waste Tracking and Recordkeeping

Resil maintains records of waste quantities and relevant treatment, recovery, recycling, and disposal activities to support regulatory compliance, environmental reporting, and performance monitoring.

Material and Process Optimization

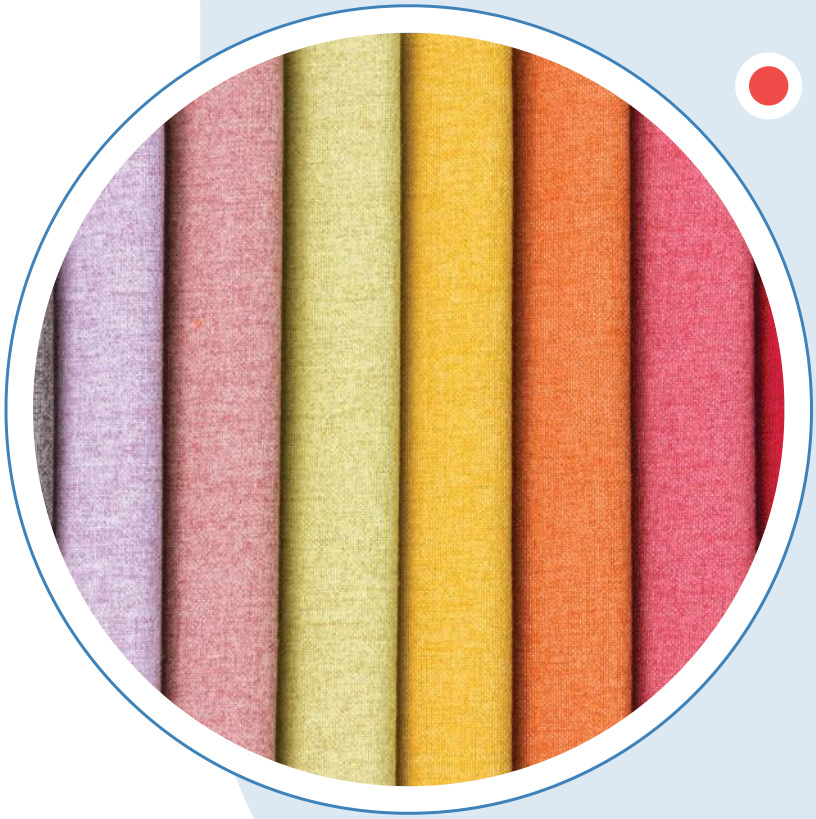
Operational and process reviews are undertaken to identify opportunities to reduce material wastage, improve resource utilization, and enhance operational efficiency.

Resource Recovery

The Company continues to explore opportunities for increasing material recovery, reuse of suitable process scrap, and conversion of appropriate waste streams into alternative useful materials.

Future Waste Reduction Initiatives

Resil plans to progressively strengthen resource recovery and circularity initiatives, with a long-term objective of reducing dependency on landfill disposal and moving toward a zero-waste-to-landfill approach, subject to technical, environmental, regulatory, and economic feasibility.



08

CHAPTER 08

Sustainable Products & Manufacturing

Product Stewardship and Life-Cycle Responsibility 44

Resource Optimization 45

SUSTAINABLE PRODUCTS & MANUFACTURING

PRODUCT STEWARDSHIP AND LIFE-CYCLE RESPONSIBILITY

Considering Environmental Impacts Across the Product Life Cycle



PRODUCT STEWARDSHIP

Resil Chemicals Pvt. Ltd. recognizes that responsible product stewardship extends beyond the manufacturing stage. The Company considers environmental aspects across relevant stages of the product life cycle, including raw-material selection, product development, manufacturing, use, and end-of-life management, where applicable.

Our product stewardship approach emphasizes:

01 Responsible sourcing of raw materials;

02 Resource-efficient manufacturing processes;

03 Reduction of material and process waste;

04 Evaluation of safer and more sustainable material alternatives;

05 Improving product durability and performance;

06 Exploring opportunities for recyclability, reuse, and recovery; and

07 Responsible management of product-related environmental impacts.

Where relevant, Resil engages with suppliers, customers, logistics partners, and waste-management partners to promote responsible material handling, product use, recovery, and end-of-life practices.

Opportunities for improving product sustainability are evaluated as part of our broader commitment to resource efficiency, responsible chemical management, and circular-economy principles.

SUSTAINABLE PRODUCTS & MANUFACTURING

RESOURCE OPTIMIZATION

Improving Resource Efficiency Through Process Optimization

At Resil Chemicals Pvt. Ltd., resource optimization is an important element of our environmental and operational sustainability approach. We are committed to reducing resource consumption, improving productivity, minimizing material losses, and increasing the efficient use of raw materials, energy, water, and other operational resources.

Our approach combines process optimization, preventive maintenance, material substitution, reuse, responsible procurement, and continuous improvement to reduce resource intensity while maintaining product quality, operational reliability, and safety.

Process Optimization and Resource Efficiency

Manufacturing processes are periodically reviewed to identify areas of high resource consumption, material loss, and avoidable waste. Lean manufacturing principles are applied, where appropriate, to improve process efficiency and optimize the use of resources.

Key areas of focus include:

- Identifying high-consumption processes and opportunities for optimization;
- Reducing material losses and avoidable process waste;
- Improving energy and water efficiency;
- Optimizing raw-material utilization;
- Increasing recovery and reuse of suitable materials;
- Evaluating material-substitution opportunities; and
- Strengthening resource-efficiency monitoring across manufacturing operations.

Material Substitution and Reuse

Where technically and operationally feasible, suitable scrap and leftover materials are recovered and reused within applicable production or operational processes. These practices help reduce the requirement for virgin materials and support the Company's broader circular-economy objectives.

Responsible Procurement

Resil works with suppliers to identify and source quality-assured and environmentally preferable materials, where feasible. Sustainability considerations are progressively incorporated into procurement decisions, taking into account material performance, regulatory requirements, environmental attributes, and opportunities for resource conservation.

Engagement with suppliers also supports greater awareness of responsible material management and sustainability considerations across the supply chain.

Equipment Efficiency and Preventive Maintenance

Regular inspection, monitoring, and preventive maintenance of equipment help minimize leaks, breakdowns, process losses, and avoidable energy consumption.

Maintenance activities focus on maintaining equipment in efficient operating condition, thereby supporting:

- Reduced material losses;
- Improved energy efficiency;
- Reduced water losses;
- Improved equipment reliability;
- Prevention of abnormal operating conditions; and
- Longer equipment service life.

Hazardous Waste and By-Product Management

Hazardous waste management remains a key environmental priority for Resil. The Company focuses on **source** minimization, segregation, safe handling, controlled storage, recovery where feasible, and disposal through authorized channels.

Operational controls are implemented to minimize the potential environmental impacts associated with hazardous waste and industrial by-products. Waste generation and

handling practices are periodically reviewed to identify opportunities for further reduction and resource recovery.

Fume Extraction and Emission Control

To minimize the release of welding fumes and associated particulate emissions, fume extraction and absorption systems have been installed in designated welding areas. These engineering controls support improved workplace air quality and help reduce the potential release of process-generated emissions into the surrounding environment.

The effectiveness of such systems is supported through appropriate operation, inspection, and maintenance, contributing to both environmental protection and employee health and safety.

Through these initiatives, Resil continues to strengthen resource productivity and integrate resource efficiency, pollution prevention, responsible material use, and operational excellence into its manufacturing practices.



09

CHAPTER 09

People & Workplace

Our People 48

Learning, Training and Development 51

PEOPLE & WORKPLACE

OUR PEOPLE

Building a Safe, Inclusive and Sustainable Workplace

At Resil Chemicals Pvt. Ltd., we believe that sustainable growth is closely linked to the well-being, development, inclusion, and engagement of our people. Our HR policies and employee engagement initiatives are designed to create a people-centric workplace that supports employee growth, responsible employment practices, health and safety, and long-term organizational resilience.

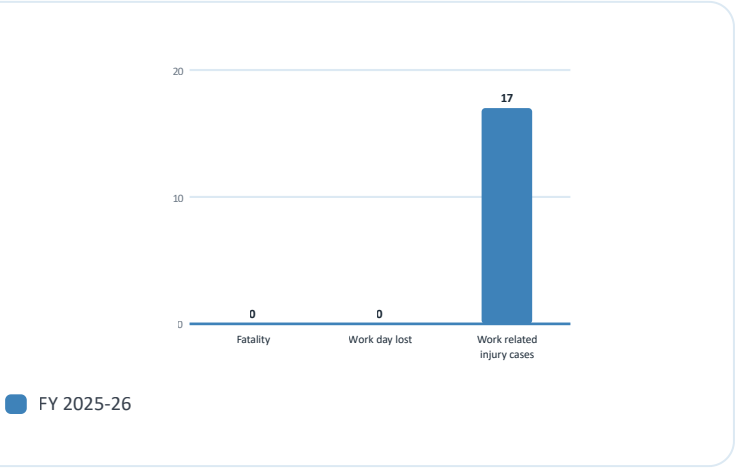
Our approach combines occupational health and safety, employee well-being, fair employment practices, human rights, diversity and inclusion, employee representation, learning and development, and career growth.

Great Place To Work® Certification
Resil Chemicals Private Limited is committed to fostering a positive workplace culture built on trust, respect, inclusion and employee well-being. The **Great Place To Work®** certification reflects the Company's commitment to creating a supportive environment where employees feel valued and empowered.

Occupational Health, Safety and Well-being
Employee health and safety remain fundamental to our sustainability approach. Resil operates an ISO 45001:2018-certified Occupational Health and Safety Management System and provides employees with access to healthcare resources, preventive health measures, and workplace safety programmes.

Regular medical check-ups, health screenings, awareness programmes, emergency preparedness training, and safety initiatives support early identification of health concerns and promote a healthy and resilient workforce.

During FY 2025–26, 100% of employees were covered through health check-up and insurance programme. The Company also conducted regular health screenings and preventive healthcare awareness sessions.



0
Fatality
FY 2025–26

17
Work related injury cases
FY 2025–26

Emergency Preparedness

Resil maintains emergency preparedness and response arrangements covering scenarios such as fire, evacuation, first aid, and other workplace emergencies. Employees receive relevant awareness and training, while emergency drills, equipment inspections, and periodic reviews of emergency response plans are conducted to strengthen organizational readiness.

Employee Well-being

Resil recognizes that physical and psychological well-being contribute to employee engagement, productivity, and workplace resilience.

The Company supports employee well-being through:

- Employee engagement programmes;
- Open communication forums;
- Counselling support through trained professionals;

Equal Opportunity, Diversity and Inclusion

Resil is committed to maintaining an inclusive and equitable workplace where employment decisions are based on merit, skills, experience, and performance.

The Company's Equal Opportunity approach supports fair employment practices irrespective of gender, race, colour, nationality, disability, sexual orientation, marital status, or other non-job-related factors. The Company also promotes pay equity for equal work and fair opportunities across levels.

Resil maintains a zero-tolerance approach toward discrimination, harassment, forced or compulsory labour, child labour, and human rights violations. These expectations extend to relevant business partners and are incorporated into applicable policies and contractual requirements.

Cases on Child, Forces and Involuntary Labour

0	0	0	0	0	0	0
Child labour cases	Forces labour cases	Involuntary labour	POSH CASES	POSH CASES	Cases received through Whistle blower	Cases of Discrimination
FY 2025–26	FY 2025–26	FY 2025–26	FY 2024-25	FY 2025-26	FY 2025–26	FY 2025–26

Human Rights

Respect for human rights is integrated into Resil's approach to responsible business conduct. The Company's Human Rights Policy provides a framework for assessing human rights considerations across business relationships, including vendors, dealers, suppliers, investments, projects, joint ventures, acquisitions, and partnerships.

Human rights awareness, risk assessment, and mitigation measures form part of the Company's broader sustainability and ethical-business framework.

Prevention of Sexual Harassment

Resil is committed to maintaining a safe, inclusive, and harassment-free workplace. The Company's Prevention of Sexual Harassment (POSH) Policy applies to employees and establishes mechanisms for raising and addressing complaints.

Employees can approach the designated POSH/ICC mechanism regarding concerns. The Company emphasizes confidentiality and protection for individuals raising complaints.

Whistle-Blower Mechanism

Resil's Whistle-Blower Policy provides employees with a mechanism to report potential violations of the Code of Conduct, including human rights concerns.

A confidential whistle-blower helpline, managed by an independent external agency, provides a channel for reporting and addressing concerns while supporting transparency and accountability.

Diversity, Inclusion and Equal Remuneration

Resil seeks to create a workplace where employees feel valued, respected, and empowered to contribute their capabilities and perspectives. Diversity and inclusion initiatives include support for women, employees with disabilities, underrepresented groups, leadership development, and equal career opportunities.

The Company's remuneration approach is merit-based, with compensation determined by relevant factors such as experience, skills, and performance rather than gender or other non-relevant characteristics. Employees receive wages regularly along with pay documentation supporting transparency.

For senior positions, the compensation structure may include variable remuneration linked to individual and business performance. The Board oversees the remuneration framework to support fair, transparent, performance-based, and non-discriminatory practices.

PEOPLE & WORKPLACE

LEARNING, TRAINING AND DEVELOPMENT

Building Capability for the Future

Resil recognizes continuous learning and capability development as essential to employee growth, operational excellence, and long-term organizational success.

The Company's structured training calendar covers technical, behavioural, safety, ethical, and professional development areas and is aligned with operational requirements and sustainability objectives.

Training Policy

The training and development framework aims to:

- Build and strengthen technical capabilities;
- Promote health, safety, and ethical conduct;
- Provide equitable access to learning opportunities;
- Support career development and progression;
- Address identified skill gaps; and
- Strengthen employee performance and organizational capability.

FY 2025–26 Training and Development

During the reporting period:

40+
Training programmes for staff

80%
Employees receiving regular performance/career reviews

60%
Employees participating in skill-related training

100%
Employees participating in discrimination/harassment training

TRAINING & DEVELOPMENT INDICATOR	FY 2025–26
Training programmes for staff	40+
Training programmes for workers	8
Supplier training sessions	3
Vendor training sessions	3
Employees receiving regular performance/career reviews	80%
Employees participating in skill-related training	60%
Employees participating in discrimination/harassment training	100%

Key Training Areas

Technical Skills

- Machine operation and maintenance;
- Process optimization and quality control;
- Workplace safety and fire prevention.

Behavioural and Ethical Development

- Anti-discrimination and harassment awareness;
- Communication and teamwork;
- Stress management and mental well-being.

Supplier and Vendor Development

- Ethical sourcing and sustainability;
- Compliance and environmental management.

Performance Management and Career Development

Resil's Performance Management System emphasizes goal setting, regular communication, constructive feedback, and individual development rather than forced ranking.

The process includes goal setting, periodic check-ins, mid-year and year-end reviews, and personalized development planning.

The Company's talent-management initiatives include:

- Building talent pipelines at junior and middle-management levels;
- Specialized development programmes for mid-senior management;
- Product-development capability programmes;
- Skills assessments and gap-closure programmes;
- Internal mobility and career progression;
- Cross-functional assignments and job rotation;
- Mentoring and developmental opportunities; and
- Geographical mobility where applicable.

These initiatives support employees in developing broader capabilities, exploring career opportunities, and contributing to organizational growth.



10

CHAPTER 10

Community & Social Responsibility

Economic Performance 54

Sustainable Supply Chain 55

COMMUNITY & SOCIAL RESPONSIBILITY

Economic Performance



SUSTAINABLE GROWTH

Resil Chemicals Private Limited is committed to sustainable growth, operational excellence and long-term value creation for its stakeholders. We recognize that financial performance and responsible business practices are interconnected and essential to building a resilient and sustainable business.

Our economic performance is supported by continued focus on operational efficiency, product quality, innovation, customer satisfaction and responsible resource management. The Company invests in infrastructure, technology, employee capability development and process improvements to strengthen operational resilience and support sustainable business growth.

We also seek to improve resource efficiency, minimize operational waste and promote responsible procurement practices, including local sourcing where commercially and operationally appropriate. These initiatives contribute to operational efficiency while supporting economic activity within the communities and regions in which we operate.

A portion of the Company's resources is directed towards business infrastructure, energy-efficient equipment, employee development, occupational health and safety, environmental management and other initiatives that support long-term organizational resilience.

Through this approach, Resil aims to create sustainable economic value while maintaining responsible environmental, social and governance practices and considering the interests of employees, customers, suppliers, business partners, communities and other stakeholders.

Contribution to Sustainable Growth

Resil continues to integrate economic considerations with environmental and social priorities. Investments in resource efficiency, employee wellbeing, process improvement, responsible chemical management, energy management and sustainable procurement are intended to support business continuity and long-term value creation.

The Company will continue to strengthen its measurement and disclosure of economic impacts to improve transparency and demonstrate how value generated through its operations is distributed among stakeholders.

COMMUNITY & SOCIAL RESPONSIBILITY

SUSTAINABLE SUPPLY CHAIN

Creating Responsible and Resilient Partnerships

Resil integrates sustainability and ethical responsibility into its supply-chain and procurement practices. The Company's procurement approach considers quality, cost, delivery, environmental performance, human rights, occupational health and safety, labour practices, and ethical conduct.

100%
Targeted suppliers signed the Resil standards of supply-chain partner engagement

34
Supplier assessments conducted

100%
Procurement staff trained in sustainable sourcing

Supply Chain Partner Standards

Suppliers and contractors are expected to comply with Resil's standards for supply-chain partner engagement covering human rights, workplace safety, fair labour practices, environmental stewardship, and ethical business conduct.

During FY 2025–26, **100% of targeted suppliers signed the Resil standards of supply-chain partner engagement**.

Sustainability Requirements in Supplier Contracts

Vendor agreements include requirements relating to:

- Environmental management;
- Labour and human rights;
- Occupational health and safety; and
- Ethical and responsible business practices.

This helps embed sustainability expectations into contractual relationships.

Supplier Assessment and Monitoring

During FY 2025–26, Resil conducted 34 supplier assessments covering environmental performance, workplace safety, and social responsibility. The source reports 100% of suppliers assessed under the sustainability framework, with corrective action plans implemented where improvement areas were identified.

Inclusive Supply Chain

Resil promotes inclusive sourcing by supporting women-led enterprises, organizations led by persons with disabilities, and small-scale suppliers and start-ups through appropriate onboarding approaches.

Sustainable Procurement Capability

100% of procurement staff received training in sustainable sourcing, supplier engagement, and ethical trade practices during the reporting period.

The Company also encourages suppliers to improve environmental and social performance through engagement, capacity building, and incentive mechanisms.

Supply Chain Evaluation System

Resil's structured Supply Chain Evaluation System supports responsible supplier selection, monitoring, and improvement. Key stages include:

01
Pre-qualification and screening
assessment of environmental practices, health and safety, labour conditions, and ethical conduct.

02
Supplier assessment and risk categorization
classification based on defined sustainability and quality parameters.

03
Sustainability and compliance audits
review of supplier adherence to contractual, regulatory, and Resil requirements.

04

Performance evaluation and feedback

assessment covering quality, delivery, environmental performance, and ethical compliance.

05

Corrective and preventive action

CAPs for identified gaps or non-compliances.

06

Continuous monitoring and review

periodic performance review by procurement and EHS teams.

Responsible Procurement

Supplier evaluations consider human rights, environmental protection, occupational health and safety, ethical conduct, quality, cost, and delivery. Suppliers identified with significant gaps may be subject to enhanced monitoring and corrective-action requirements.

Supplier Capacity Building

Resil engages with vendors through communication, audits, guidance, and feedback to strengthen environmental management, safety compliance, social responsibility, and responsible business practices.

Supplier performance is periodically reviewed, documented, and followed up through corrective and preventive actions where required.

Through these initiatives, Resil aims to strengthen a responsible, transparent, inclusive, and resilient supply chain that supports its broader sustainability objectives.



11

CHAPTER 11

Governance & Ethics

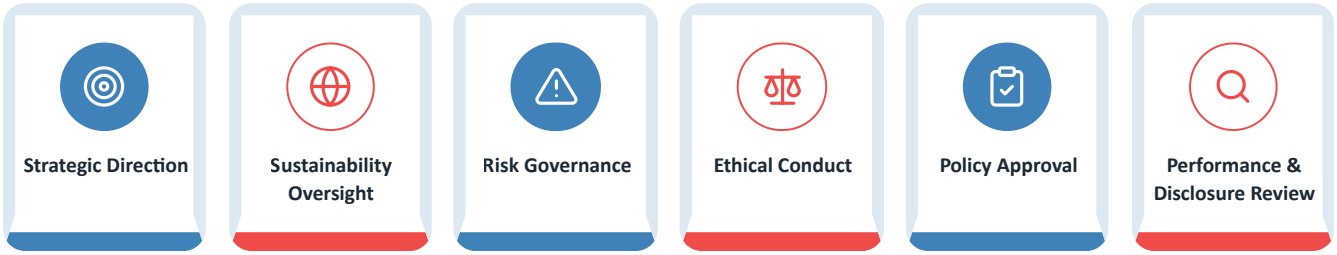
Board of Directors	58	Our Policies	58
Corporate Governance	60	Business Ethics	62
Code of Conduct	63	Compliance Management	64
Anti-Bribery and Anti-Corruption	66	Whistleblower Mechanism	67
Information Security	68	Risk Management	70
ESG Risk Management	70	Business Continuity Management	72
Contingency Plan	72	Sustainability Risk Governance	74

GOVERNANCE & ETHICS

BOARD OF DIRECTORS

The Board of Directors acts as the highest governance body responsible for strategic oversight, corporate governance, sustainability performance, and business accountability. The Board of Directors meets quarterly to review business performance, governance matters, sustainability performance, risks, and other key strategic priorities.

BOARD RESPONSIBILITIES:



GOVERNANCE & ETHICS

OUR POLICIES

At Resil Chemicals Pvt. Ltd., the Board of Directors oversees the development, approval, and periodic review of corporate policies. Our governance framework promotes ethical conduct, transparency, accountability, and regulatory compliance across the organization. Key policies include the Code of Conduct, Anti-Bribery and Anti-Corruption Policy, Whistleblower Policy, EHS Policy, Human Rights Policy, and Supplier Code of Conduct. These policies guide responsible decision-making, environmental stewardship, and workplace safety. Regular policy reviews and employee awareness programmes ensure continued effectiveness and compliance. Together, they reinforce our commitment to sustainable growth and responsible business practices.

Corporate Governance Policies



1 **Code of Conduct**
Set the standard for professional behavior, accountability and respect in everything we do.

2 **Business Ethics**
Conduct business with honesty, integrity and fairness, upholding the highest ethical standards.

3 **Human Rights**
Respect and uphold the rights and dignity of all individuals with fair and equal treatment.

4 **Health and Safety**
Provide a safe and healthy workplace for all employees, contractors and visitors.

5 **Information Security**
Protect information assets by ensuring confidentiality, integrity and availability through robust practices.

6 **Whistleblower Policy**
Encourage open communication and empower individuals to report concerns without fear of retaliation.

7 **Environmental Management**
Protect the environment by minimizing impact and promoting sustainable practices.

GOVERNANCE & ETHICS

CORPORATE GOVERNANCE

Governance for Sustainable Value Creation

At Resil Chemicals Private Limited, strong corporate governance forms the foundation of responsible business conduct, ethical leadership, and sustainable value creation. Our governance framework is designed to promote transparency, accountability, integrity, responsible decision-making, and compliance across all areas of our business.

The **Board of Directors** provides strategic oversight of the Company's business objectives, financial performance, risk management, sustainability priorities, and statutory compliance. Supported by senior management and functional leadership, the Board guides the organization in maintaining effective governance practices and integrating sustainability considerations into business strategy and operational decision-making.

Resil Chemicals is committed to continuously strengthening its governance framework by embedding **Environmental, Social and Governance (ESG)** considerations into business planning, operational excellence, risk management, and stakeholder engagement. This approach enables the Company to address emerging risks and opportunities while supporting long-term business resilience and responsible growth.

Our Governance Priorities

Our governance approach focuses on the following key areas:

Ethical Leadership and Accountability
Promoting responsible conduct, integrity, and accountability at every level of the organization.

Regulatory Compliance
Maintaining compliance with applicable legal, regulatory, statutory, and customer requirements.

Enterprise Risk Management
Identifying, assessing, managing, and monitoring risks that may affect business continuity, performance, people, environment, and reputation.

Sustainable Business Practices
Integrating environmental and social considerations into business and operational decisions.

Responsible Procurement
Encouraging responsible sourcing practices and consideration of sustainability and ethical criteria across the supply chain.

Information Security
Protecting business information, data, systems, and stakeholder information through appropriate controls and responsible information-management practices.

Stakeholder Value Creation
Considering the interests and expectations of employees, customers, suppliers, communities, regulators, and other stakeholders.

Long-Term Business Resilience
Strengthening organizational preparedness and adaptability to operational, environmental, social, regulatory, and market-related changes.

Continuous Improvement in Governance

The Company periodically reviews its governance practices, policies, and internal controls to support continued alignment with applicable regulatory requirements, customer expectations, industry developments, and internationally recognized sustainability practices.

Through this governance approach, Resil Chemicals seeks to build trust with its stakeholders, strengthen organizational resilience, and create sustainable value while maintaining responsible and ethical business practices.

GOVERNANCE STRUCTURE

Our governance structure ensures clear accountability, effective oversight, and timely decision-making across all business functions.



MEETING FREQUENCY	
Board of Directors	Quarterly / As needed
Sustainability Steering Committee	Quarterly / As needed
Operational Teams	Quarterly / As needed

Our governance framework enables effective monitoring of operational performance while ensuring compliance with applicable laws, ethical standards, and sustainability objectives.

ACCOUNTABILITY · TRANSPARENCY · ETHICS & INTEGRITY · SUSTAINABILITY

GOVERNANCE & ETHICS

BUSINESS ETHICS

Integrity in Every Business Decision

Integrity is fundamental to every business decision and business relationship at Resil Chemicals Private Limited. The Company is committed to conducting its business with integrity, fairness, transparency, accountability, and responsibility, while complying with all applicable laws, regulations, and ethical standards.

Our Business Ethics framework establishes clear expectations for responsible and ethical conduct across the organization. These expectations apply to employees, directors, contractors, consultants, suppliers, service providers, and other business partners associated with the Company.

Every individual working with or representing Resil Chemicals is expected to uphold high standards of professional and ethical conduct, act in the best interests of the Company and its stakeholders, and avoid practices that could compromise the Company's integrity or reputation.

Our Business Ethics Commitments

Resil Chemicals' approach to business ethics focuses on:

- Integrity and transparency in business dealings and decision-making
- Compliance with applicable laws, regulations, and contractual obligations
- Zero tolerance for bribery, corruption, fraud, and unethical business practices
- Fair and responsible treatment of employees, customers, suppliers, and business partners
- Avoidance and appropriate management of conflicts of interest
- Protection of confidential and proprietary information
- Responsible handling of Company assets and resources
- Respectful and professional workplace conduct
- Responsible and ethical engagement with suppliers and other business partners
- Confidential reporting and appropriate investigation of ethical concerns

The Company encourages employees and relevant stakeholders to raise concerns regarding suspected unethical conduct, non-compliance, or violations of Company policies through established reporting mechanisms, without fear of retaliation.

Through these practices, Resil Chemicals seeks to maintain a culture of **trust, accountability, and responsible business conduct**, supporting long-term stakeholder confidence and sustainable value creation.

GOVERNANCE & ETHICS

CODE OF CONDUCT

Building a Culture of Ethical and Responsible Conduct

The Code of Conduct at Resil Chemicals Private Limited provides a clear framework for ethical, professional, and responsible behaviour across all business activities. It establishes the standards expected from individuals acting on behalf of the Company and supports a culture based on integrity, respect, accountability, transparency, and compliance.

The Code serves as a common standard for responsible conduct and helps employees and associated stakeholders make appropriate decisions when faced with ethical, legal, or professional considerations.

EMPLOYEES AND ASSOCIATED PERSONNEL ARE EXPECTED TO:

- Act with integrity, honesty, fairness, and professionalism in all business dealings.
- Comply with applicable laws, regulations, Company policies, procedures, and contractual requirements.
- Treat colleagues, customers, suppliers, contractors, and other stakeholders with dignity, respect, and fairness.
- Maintain a workplace free from harassment, discrimination, intimidation, and inappropriate conduct.
- Protect Company assets, confidential information, intellectual property, and business data from unauthorized use or disclosure.
- Identify and appropriately disclose or manage actual, potential, or perceived conflicts of interest.
- Never offer, solicit, or accept bribes, improper payments, or other inappropriate benefits in connection with Company business.
- Maintain accurate and complete business, operational, financial, and compliance records.
- Follow applicable health, safety, environmental, and quality requirements in carrying out their responsibilities.
- Conduct business responsibly and avoid activities that may adversely affect the Company's reputation or stakeholder trust.
- Raise concerns regarding suspected misconduct, unethical behaviour, non-compliance, or violations of the Code through established reporting mechanisms.
- Cooperate appropriately with authorized investigations and maintain confidentiality of sensitive information.

Scope and Applicability

The Code of Conduct applies to permanent employees, contract employees, consultants, directors, and relevant business partners, as applicable to their roles and interactions with the Company.

Resil Chemicals expects individuals and business partners acting on its behalf to understand and uphold the principles of responsible and ethical conduct relevant to their engagement with the Company.

Awareness, Review and Continuous Improvement

The Company promotes awareness of the Code of Conduct through appropriate communication and employee engagement mechanisms. The Code is periodically reviewed and updated, where necessary, to remain aligned with applicable legal requirements, organizational expectations, stakeholder expectations, and evolving ethical standards.

Through the Code of Conduct, Resil Chemicals aims to strengthen a workplace culture were doing business responsibly is an integral part of how we operate, make decisions, and create sustainable value.

GOVERNANCE & ETHICS

COMPLIANCE MANAGEMENT

Strengthening Regulatory Compliance and Accountability

Resil Chemicals Private Limited maintains a structured Compliance Management Framework to identify, assess, monitor, and fulfil applicable statutory, regulatory, customer, contractual, and other relevant compliance obligations across its operations.

The framework supports a proactive approach to compliance by establishing processes for identifying applicable requirements, assigning responsibilities, monitoring compliance status, addressing gaps, and maintaining appropriate records and evidence.

Key Compliance Management Activities

The Company's compliance management activities include:

Identification of Applicable Requirements
Maintaining awareness of laws, regulations, statutory requirements, customer requirements, and contractual obligations relevant to the Company's operations.

Compliance Monitoring and Evaluation
Periodically assessing compliance status and identifying potential gaps or areas requiring attention.

Internal Compliance Audits
Conducting internal audits and assessments to evaluate the effectiveness of compliance controls and processes.

Regulatory Reporting
Ensuring applicable statutory and regulatory submissions are completed within prescribed timelines.

Corrective and Preventive Actions
Addressing identified non-compliances through appropriate corrective actions and implementing measures to prevent recurrence.

Management Review
Escalating significant compliance matters and reviewing compliance performance through established management review mechanisms.

Compliance Awareness Programmes
Creating awareness among employees and relevant personnel regarding applicable legal and organizational requirements.

Monitoring Legal and Regulatory Changes
Tracking amendments and newly introduced requirements and evaluating their applicability to Company operations.

Maintenance of Statutory Records
Maintaining required licences, registers, permits, approvals, returns, inspection records, and other compliance documentation.

Continuous Improvement
Periodically reviewing compliance processes and strengthening controls based on identified risks, audit findings, regulatory developments, and organizational needs.

Proactive Compliance Culture

Resil Chemicals encourages employees and relevant stakeholders to proactively report potential compliance concerns, deviations, or suspected violations through established communication and governance channels.

Reported concerns are reviewed and investigated through appropriate mechanisms, with corrective actions implemented where required. Significant matters are escalated to the relevant management authorities based on their nature and potential impact.

Through this structured approach, Resil Chemicals seeks to maintain a culture of regulatory responsibility, accountability, transparency, and continuous improvement, while supporting responsible and sustainable business operations.

LEGAL COMPLIANCE SUMMARY

Reporting Period: 1 April 2025 – 31 March 2026

Committed to Compliance. Building a Responsible Future.

0

Number of significant non-compliances during the reporting period:

0

Monetary penalties (if any):

GOVERNANCE & ETHICS

ANTI-BRIBERY AND ANTI-CORRUPTION

Upholding Integrity and Responsible Business Practices

Resil Chemicals Private Limited adopts a zero-tolerance approach to bribery, corruption, fraud, facilitation payments, money laundering, and other unethical or improper business practices. The Company is committed to conducting business with integrity, transparency, accountability, and in compliance with applicable laws and regulations.

The Company's Anti-Bribery and Anti-Corruption Policy establish expectations and controls designed to prevent, identify, and appropriately address bribery and corruption risks across its business activities and relationships.

Scope of the Policy

The Policy applies to individuals and entities associated with or acting on behalf of the Company, including:

- Directors
- Employees
- Contractors
- Consultants
- Agents and intermediaries
- Suppliers and service providers
- Third-party representatives and business partners, as applicable

Prohibited Practices

Resil Chemicals prohibits any form of improper advantage, payment, or conduct intended to influence a business decision or obtain an unfair benefit. This includes:

- Offering, promising, giving, requesting, or accepting bribes or improper payments.
- Making or accepting facilitation payments, except where legally required and appropriately documented.
- Providing or accepting improper gifts, entertainment, hospitality, or other benefits intended to influence business decisions.
- Kickbacks, commissions, or other undisclosed benefits associated with business transactions.
- Fraudulent, misleading, or falsified accounting and business records.
- Misappropriation or misuse of Company assets, funds, resources, or information.
- Unauthorized or improper political contributions or expenditures on behalf of the Company.
- Undisclosed or unmanaged conflicts of interest that may compromise objective business decisions.
- Any other conduct that violates applicable anti-bribery, anti-corruption, fraud prevention, or financial integrity requirements.

Conflict of Interest

Employees and relevant personnel are expected to disclose actual, potential, or perceived conflicts of interest that could influence, or appear to influence, their professional judgement or business decisions.

Disclosures are reviewed through established organizational processes, and appropriate measures are taken to manage identified conflicts.

Awareness and Reporting

Resil Chemicals promotes awareness of ethical business practices through periodic communication, awareness programmes, and employee engagement initiatives. These programmes reinforce expectations regarding responsible decision-making and compliance with the Company's anti-bribery and anti-corruption requirements.

Employees and relevant stakeholders are encouraged to report suspected bribery, corruption, fraud, conflicts of interest, or other unethical conduct through established reporting channels. Reported concerns are reviewed and investigated through appropriate governance mechanisms, with corrective action taken where necessary.

Through these practices, Resil Chemicals seeks to maintain a transparent, ethical, and accountable business environment and strengthen stakeholder confidence in the integrity of its operations and business relationships.

GOVERNANCE & ETHICS

WHISTLEBLOWER MECHANISM

Speaking Up with Confidence

At Resil Chemicals Private Limited, we are committed to maintaining the highest standards of integrity, transparency, accountability, and ethical conduct across our business operations. The Company's Whistleblower Mechanism provides a structured and confidential avenue for employees and relevant stakeholders to raise concerns regarding suspected unethical conduct, misconduct, or violations of Company policies and applicable requirements.

The mechanism is intended to enable individuals to speak up without fear of retaliation, supporting a culture in which concerns can be raised responsibly and addressed through established governance processes.

Matters That May Be Reported

Concerns may include, but are not limited to:

- Fraud, bribery, corruption, or other financial misconduct
- Violation of Company policies, procedures, or applicable laws
- Conflicts of interest or unethical business practices
- Discrimination, harassment, or other inappropriate workplace conduct
- Misuse or misappropriation of Company assets
- Falsification or manipulation of records
- Breaches of confidentiality or information-security requirements
- Other conduct that may adversely affect the Company's integrity, stakeholders, or reputation

Confidentiality and Protection

Concerns raised through the Whistleblower Mechanism are handled with appropriate confidentiality, impartiality, and fairness. Information is shared only with individuals who have a legitimate need to know for the purpose of reviewing or investigating the concern.

Resil Chemicals maintains measures intended to protect individuals who raise concerns in good faith from retaliation, victimization, intimidation, or other adverse consequences arising from the reporting of a concern.

Reporting and Investigation

Employees and relevant stakeholders may raise concerns directly with the designated Whistleblower Committee or through established reporting channels. Reported concerns are appropriately reviewed and, where required, investigated in accordance with the Company's applicable policies and procedures.

Investigations are conducted objectively and fairly, with appropriate corrective or preventive actions taken based on the findings. Significant matters may be escalated through the Company's established governance structure.

Strengthening a Speak-Up Culture

The Company promotes awareness of the Whistleblower Mechanism through appropriate employee communication and awareness initiatives. Resil Chemicals encourages individuals to raise concerns promptly, responsibly, and in good faith, contributing to a workplace and business environment founded on trust, accountability, and ethical conduct.

Through this mechanism, the Company seeks to strengthen responsible governance, stakeholder confidence, and continuous improvement in ethical business practices.

GOVERNANCE & ETHICS

INFORMATION SECURITY

Protecting Information and Strengthening Cyber Resilience

Protecting business, employee, customer, supplier, and other stakeholder information is an important component of responsible business conduct at Resil Chemicals Private Limited. The Company is committed to maintaining appropriate safeguards to protect information against unauthorized access, disclosure, alteration, loss, misuse, or destruction while supporting the confidentiality, integrity, and availability of information across its operations.

Information Security Controls

Resil Chemicals has established systems, processes, and controls designed to manage information-security risks and protect information assets. Key practices include:

Data Confidentiality, Integrity and Availability
Implementing appropriate safeguards to protect information and ensure that authorized users can access reliable information when required.

Cybersecurity Awareness
Providing periodic awareness and training to employees on information security, data protection, cybersecurity threats, phishing awareness, password practices, and responsible use of digital resources.

Access Controls
Applying appropriate controls to restrict access to information and systems based on business requirements and authorized responsibilities.

Third-Party Due Diligence
Assessing relevant vendors, service providers, and third parties to ensure that appropriate information-security and data-protection requirements are considered in business engagements.

Risk Assessments and Internal Audits
Periodically assessing information-security risks and reviewing the effectiveness of relevant controls to identify vulnerabilities and improvement opportunities.

Incident Response
Maintaining an Incident Response Plan (IRP) to support timely identification, escalation, containment, investigation, and resolution of information-security incidents.

Records Retention and Disposal
Maintaining defined requirements for appropriate retention, storage, protection, and disposal of records and information.

Stakeholder Data Protection
Implementing safeguards to protect third-party and stakeholder information from unauthorized access, use, disclosure, or loss.

Responsible Data Processing

Obtaining appropriate consent and authorization, where applicable, before processing or sharing sensitive or protected information.

Confidential Reporting

Providing established reporting channels, including the Whistleblower Mechanism, through which concerns relating to data misuse, confidentiality breaches, or information-security practices can be raised.

Incident Management and Continuous Improvement

Information-security incidents and suspected breaches are addressed through established escalation and incident-management processes. The Incident Response Plan supports coordinated action to minimize potential impact and strengthen controls following an incident.

The Company periodically reviews information-security risks, controls, awareness programmes, and incident-management processes to identify opportunities for improvement and strengthen its overall cyber resilience.

Compliance and Security Incidents FY 2025-26

Incident Category · Number of Incidents

0	Anti corruption and Anti bribery incidents FY 2025-26
0	Whistle blower complaints received
0	Information security management system incidents

GOVERNANCE & ETHICS

RISK MANAGEMENT

Building Resilience Through Proactive Risk Management

Risk management at Resil Chemicals Private Limited is a systematic process for identifying, assessing, prioritizing, monitoring, and mitigating risks that may affect the Company's business objectives, operations, people, environment, financial performance, reputation, and sustainability goals.

Resil takes a proactive approach to managing uncertainty, strengthening organizational resilience, safeguarding assets, supporting business continuity, and protecting stakeholder value. The Company's risk management approach also recognizes that emerging risks can create opportunities for innovation, operational improvement, and sustainable growth.

Our Risk Management Approach

Resil's risk management framework focuses on the following key priorities:

Identify Emerging and Critical Risks
Identify emerging, increasing, and high-criticality risks requiring timely management attention and appropriate action.

Assess Changing Risk Dynamics
Evaluate year-on-year changes in industry, regulatory, technological, environmental, market, and operational conditions and classify risks accordingly.

Convert Risk Trends into Opportunities
Monitor changes in the external and internal risk environment to identify opportunities for innovation, efficiency, resilience, and sustainable business growth.

Senior Management Oversight
Escalate significant and high-priority risks to senior management for review, decision-making, and mitigation planning.

Risk-Based Decision-Making
Integrate risk considerations into business planning, operational decisions, investments, projects, and strategic initiatives.

Continuous Monitoring
Periodically review risk levels, mitigation actions, emerging threats, and changes in the business environment.

GOVERNANCE & ETHICS

ESG RISK MANAGEMENT

As a sustainability-driven organization, Resil integrates Environmental, Social, and Governance (ESG) considerations into its risk management approach. ESG risks can influence operational continuity, regulatory compliance, stakeholder confidence, financial performance, reputation, and long-term business resilience.

The Company considers relevant ESG risks within its broader enterprise risk management process, including:

Environmental Risks

- Climate-related and environmental risks
- Energy consumption and resource efficiency
- Water availability and management
- Waste and hazardous waste management
- Air emissions and environmental compliance
- Chemical management and environmental incidents
- Pollution prevention and environmental performance

Social Risks

- Occupational health and safety
- Employee well-being and engagement
- Labour and human rights
- Diversity, equity, and inclusion
- Employee capability and training
- Responsible supply-chain practices
- Community and stakeholder relationships
- Product responsibility and customer expectations

Governance Risks

- Business ethics and integrity
- Bribery and corruption
- Regulatory and statutory compliance
- Data protection and information security
- Whistleblower protection and grievance mechanisms
- Conflicts of interest
- Responsible procurement
- Business continuity and enterprise risk management

Risk Monitoring and Mitigation

Risk owners and relevant functional teams periodically review identified risks, existing controls, mitigation actions, and changes in risk exposure. High-criticality or emerging risks are brought to the attention of senior management for appropriate action.

The effectiveness of risk controls is reviewed through appropriate internal assessments, audits, management reviews, performance monitoring, and corrective-action processes.

Through this integrated approach, Resil Chemicals seeks to move beyond a purely reactive view of risk and use risk intelligence to strengthen resilience, improve decision-making, identify opportunities, protect stakeholders, and support long-term sustainable value creation.

GOVERNANCE & ETHICS

BUSINESS CONTINUITY MANAGEMENT

Strengthening Organizational Resilience and Preparedness

At Resil Chemicals Private Limited, business continuity and crisis preparedness are integral to maintaining operational resilience and protecting employees, stakeholders, assets, and business value. The Company has established a Crisis Management and Business Continuity Plan (BCP) to support an effective response to unforeseen events that could disrupt critical operations.

The BCP considers a range of potential disruptions, including natural disasters, fire and other emergencies, critical equipment or system failures, utility interruptions, supply chain disruptions, cyber or information-security incidents, and public health emergencies.

Key Components of Business Continuity Management

Crisis Management Team (CMT)

A designated Crisis Management Team is responsible for coordinating the Company's response during significant emergencies and crises. The CMT supports timely decision-making, resource mobilization, communication, and coordination with relevant internal and external stakeholders.

Communication Protocols

Defined communication protocols support timely, accurate, and appropriate communication with employees, management, customers, suppliers, authorities, emergency responders, and other relevant stakeholders during a crisis.

Emergency Response and Recovery

Emergency response plans establish requirements for employee safety, emergency response, evacuation, incident control, protection of critical assets, and restoration of essential operations.

Preparedness Exercises and Mock Drills

Regular mock drills, emergency exercises, and simulations, where applicable, are conducted to evaluate preparedness, test response arrangements, identify gaps, and strengthen organizational response capabilities.

GOVERNANCE & ETHICS

CONTINGENCY PLAN

The Company's Contingency Plan provides defined actions and responsibilities for responding to unexpected events that may affect operations, financial performance, critical systems, supply chains, or organizational reputation.

The plan establishes appropriate roles and responsibilities, escalation mechanisms, recovery priorities, resource requirements, recovery timelines, and decision-making protocols to support an organized and timely response.

Objectives of the Contingency Plan

The key objectives include:

- Minimize operational downtime and business losses resulting from disruptive events.
- Enable timely recovery of critical systems, processes, facilities, and operations.
- Protect the health, safety, and well-being of employees, contractors, visitors, and affected communities.
- Safeguard critical assets, information, infrastructure, and resources.
- Maintain continuity of critical products, services, and customer commitments, wherever reasonably practicable.
- Strengthen coordination with critical suppliers and service providers during disruptions.
- Maintain appropriate communication and stakeholder confidence during crisis situations.
- Support effective decision-making through defined escalation and authority mechanisms.
- Capture lessons learned and implement corrective actions following significant incidents or exercises.

Continuous Improvement in Resilience

Business continuity arrangements are periodically reviewed and updated based on risk assessments, changes in business operations, emerging threats, regulatory requirements, incident learnings, and outcomes of mock drills and exercises.

Through its business continuity and crisis management framework, Resil Chemicals seeks to strengthen its ability to prepare for, respond to, recover from, and adapt to disruptive events, thereby supporting the safety of its people, continuity of critical operations, stakeholder confidence, and long-term business resilience.

GOVERNANCE & ETHICS

SUSTAINABILITY RISK GOVERNANCE

Creating Long-Term Sustainable Value

At Resil Chemicals Private Limited, sustainability risk governance is an integral part of our approach to responsible business and long-term value creation. The Company has established a comprehensive set of policies, management systems, and programmes that provide direction for managing material environmental, social, governance, quality, and ethical considerations across its operations.

Our sustainability-related governance framework is supported by the following key policies and commitments:

- Energy Policy
- Environment, Health & Safety (EHS) Policy
- Sustainability Policy
- Labour & Human Rights Policy
- Corporate Social Responsibility (CSR) Policy
- Grievance Handling Policy
- Quality Policy
- Business Ethics Policy
- Whistleblower Policy
- Anti-Bribery and Anti-Corruption Policy

These frameworks establish expectations, responsibilities, and management principles for addressing sustainability-related risks and opportunities. They also support the integration of ESG considerations into operational planning, decision-making, risk management, compliance, and stakeholder engagement.

Leadership Oversight and Accountability

Resil Chemicals implements targeted sustainability and responsible-business programmes aligned with its identified priorities and material topics. Progress and key performance areas are monitored through established management and functional review mechanisms.

Leadership oversight supports:

- Alignment of sustainability priorities with business strategy.
- Monitoring of material ESG risks and opportunities.
- Review of sustainability performance and key objectives.
- Accountability for implementation of relevant policies and programmes.
- Identification and management of emerging sustainability risks.
- Corrective and preventive action where performance gaps are identified.
- Continuous improvement of sustainability practices and management systems.

By integrating sustainability considerations into our governance and management processes, Resil seeks to strengthen accountability, resilience, ethical conduct, operational excellence, and long-term stakeholder value creation.



12

CHAPTER 12

Goals, Performance & Roadmap

Sustainability Goals & Targets 76

Future Roadmap 78

Key Performance Indicators 77

GOALS, PERFORMANCE & ROADMAP

Sustainability Goals & Targets

Commitments set out in this report

2030

30–40%

Renewable energy

Increase the share of renewable energy to 30–40% of total energy consumption by 2030.

See page 30

2030

5%

GHG emissions

Reduce combined Scope 1 and Scope 2 GHG emissions by 5% by 2030.

See page 32

2028

Scope 3

Value-chain emissions

Complete Scope 3 emissions mapping and establish a baseline by 2028.

See page 30

2028

Greywater

Water recycling

Establish a greywater recycling system by 2028, subject to technical and operational feasibility.

See page 36

ONGOING

2-year

Water audits

Conduct comprehensive water audits at two-year intervals.

See page 36

LONG-TERM

Zero

Waste to landfill

Reduce dependency on landfill disposal and move toward a zero-waste-to-landfill approach, subject to technical, environmental, regulatory, and economic feasibility.

See page 42

> “As we move forward, we remain committed to strengthening our sustainability practices, setting meaningful goals, measuring our progress, and creating shared value for all our stakeholders.”
>
> WELCOME

GOALS, PERFORMANCE & ROADMAP

Key Performance Indicators

FY 2025–26 performance at a glance

Environment

2,382,321 kWh Electricity consumption	**83,547.23** L Diesel consumption	**110,389.4** SCM PNG consumption	**95** kg LPG consumption
2,197.78 $MtCO_2e$ Total GHG emissions (Scope 1 + 2)	**0.09470** GHG intensity ($MtCO_2e$/Mt)	**76.96%** Share of Scope 2 emissions	**16.93%** Increase in total GHG vs FY 2024–25
36,861.1 KL Total water withdrawn / consumed	**1,222** KL Wastewater treated (ETP & STP)	**145.14** t Total waste generated	**122.425** t Hazardous waste

Social

504 Total manpower	**269** Permanent employees	**46** Women employees	**235** Non-employee workers
0 Fatalities	**17** Work related injury cases	**100%** Health check-up & insurance coverage	**100%** Living wage coverage (direct employees)
40+ Training programmes for staff	**0** Harassment and Discrimination cases	**100%** Discrimination/harassment training	**0** Child, forced & involuntary labour cases

Governance

0 Significant non-compliances	**0** Monetary penalties	**0** Anti-corruption & anti-bribery incidents	**0** Information security incidents
34 Supplier assessments	**100%** Targeted suppliers signed partner standards	**100%** Procurement staff trained	**12** Material topics

GOALS, PERFORMANCE & ROADMAP

Future Roadmap

Our planned path, as described in this report



NOW
FY 2025–26

- Inaugural Sustainability Report p. 04
- Rainwater harvesting system available p. 36

NEXT
FY 2026–27

- Scope 3 emissions screening exercise p. 32

MILESTONE
2028

- Scope 3 emissions mapping and baseline p. 30
- Greywater recycling system, subject to technical and operational feasibility p. 36

TARGET
2030

- Renewable energy at 30–40% of total energy consumption p. 30
- 5% reduction in combined Scope 1 and Scope 2 GHG emissions p. 32

LONG TERM
Ongoing

- Water audits at two-year intervals p. 36
- Expansion of rainwater harvesting p. 36
- Lower-carbon transportation solutions p. 30
- Zero-waste-to-landfill approach p. 42

> “As sustainability expectations continue to evolve, Resil Chemicals remains committed to innovation, operational excellence, and continuous improvement.”
>
> MESSAGE FROM THE CEO



13

CHAPTER 13

Annexure

Forward-Looking Statement 80

GRI Content Index 81

ANNEXURE

FORWARD-LOOKING STATEMENT

This Sustainability Report reflects information, data, policies, practices, commitments, and perspectives that are accurate to the best of the Company's knowledge as of the date of publication. The information is based on the reporting period from 1 April 2025 to 31 March 2026 and may be subject to change as circumstances, regulations, technologies, business priorities, and stakeholder expectations evolve. Resil Chemicals Private Limited does not undertake any obligation to update or revise the information contained in this report, except where required by applicable laws or regulations.

The report describes the Company's current policies, practices, initiatives, objectives, and intentions and is intended for sustainability and stakeholder communication purposes. Nothing contained in this report is intended to create, and shall not be construed as creating, any legal rights, obligations, commitments, or liabilities unless expressly required under applicable law or separately agreed in writing.

Certain information presented in this report may be derived from publicly available sources, industry references, or other third-party information and may not have been independently verified by the Company. While reasonable care has been taken in compiling the report, the Company does not provide any express or implied warranty or representation regarding the accuracy, completeness, reliability, or relevance of such information. The inclusion of any information, data, target, initiative, or statement in this report does not necessarily indicate that such matter is material to the Company's business operations, financial performance, or long-term value creation.

Forward-Looking Information

This report may contain forward-looking statements relating to the Company's future plans, objectives, targets, commitments, initiatives, expected developments, and sustainability performance. Such statements are based on current assumptions, expectations, estimates, and information available during the reporting period and are inherently subject to risks and uncertainties.

Actual outcomes and performance may differ materially from those expressed or implied in forward-looking statements due to various factors, including changes in applicable laws and regulations, technological developments, market conditions, availability of resources, business and operational priorities, stakeholder expectations, supply chain conditions, economic circumstances, and other factors beyond the Company's reasonable control.

All performance indicators, targets, commitments, and planned initiatives presented in this report are based on the assumptions, methodologies, and applicable standards prevailing during the reporting period from **1 April 2025 to 31 March 2026**. While the Company intends to pursue these objectives through appropriate actions and continual improvement, there can be no assurance that all stated targets, goals, or commitments will be achieved within the indicated timelines or in the manner currently anticipated.

Readers are therefore advised to consider the forward-looking information in the context of the assumptions, limitations, and uncertainties described above.

ANNEXURE

GRI CONTENT INDEX

Resil Chemicals Private Limited has reported the information cited in this GRI Content Index for the reporting period 1 April 2025 to 31 March 2026, with reference to the GRI Standards.

The GRI Content Index provides a structured overview of the disclosures included in this Sustainability Report and identifies the corresponding sections and page references where the relevant information can be found. Where applicable, page references are provided as hyperlinks to facilitate easy navigation to the respective disclosures.

Disclosures marked **"Not Disclosed"** indicate information that was not available at the time of publication or was not reported during the current reporting cycle. The Company intends to evaluate the availability and relevance of such information and consider its inclusion in future reporting cycles, as appropriate.

GRI DISCLOSURE	DISCLOSURE TITLE	PAGE NUMBER
2-1	Organizational details	10
2-2	Entities included in the organization's sustainability reporting	13
2-3	Reporting period, frequency and contact point	13
2-5	External assurance	13
2-6	Activities, value chain and other business relationships	12
2-7	Employees	12
2-8	Workers who are not employees	12
2-9	Governance structure and composition	58
2-10	Nomination and selection of the highest governance body	58
2-11	Chair of the highest governance body	58
2-12	Role of the highest governance body in overseeing the management of impacts	60
2-13	Delegation of responsibility for managing impacts	60
2-14	Role of the highest governance body in sustainability reporting	60
2-15	Conflicts of interest	66
2-16	Communication of critical concerns	67
2-19	Remuneration policies	50
2-20	Process to determine remuneration	50
2-22	Statement on sustainable development strategy	07
2-23	Policy commitments	58
2-24	Embedding policy commitments	58
2-25	Processes to remediate negative impacts	67
2-26	Mechanisms for seeking advice and raising concerns	67

2-27	Compliance with laws and regulations	64
2-29	Approach to stakeholder engagement	17
2-30	Collective bargaining agreements	49
GRI MATERIAL TOPICS		
3-1	Process to determine material topics	18
3-2	List of material topics	18
3-3	Management of material topics	21–22
TOPIC-SPECIFIC STANDARDS		
201-1	Direct economic value generated and distributed	54
205-2	Communication and training about anti-corruption policies and procedures	66
205-3	Confirmed incidents of corruption and actions taken	69
302-1	Energy consumption within the organization	31
303-1	Interactions with water as a shared resource	36
303-5	Water consumption	36
305-1	Direct (Scope 1) GHG emissions	32
305-2	Energy indirect (Scope 2) GHG emissions	32
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	27
306-1	Waste generation and significant waste-related impacts	39
306-3	Waste generated	39
306-4	Waste diverted from disposal	40
308-1	New suppliers screened using environmental criteria	55
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	48
403-1	Occupational health and safety management system	48
403-6	Promotion of worker health	48
403-9	Work-related injuries	48
404-1	Average hours of training per year per employee	51
404-2	Programs for upgrading employee skills and transition assistance programs	51
404-3	Percentage of employees receiving regular performance and career development reviews	52
405-1	Diversity of governance bodies and employees	12
406-1	Incidents of discrimination and corrective actions taken	50
408-1	Operations and suppliers at significant risk for incidents of child labor	50
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	50
414-1	New suppliers screened using social criteria	55



SUSTAINABILITY REPORT FY 2025–26

Resil Chemicals Pvt. Ltd.

Science For Change

CONTACT PERSON

Mohankumar A

REPORTING FEEDBACK

Stakeholder feedback is welcomed to support continuous improvement

REPORTING FRAMEWORK

GRI Standards 2021 · Annual · FY 2025–2026

Corporate Office
#28 & 30, BCIE, Old Madras Road,
Bengaluru, Karnataka – 560016, India.

Manufacturing Facility 1
IV Phase, Plot No. 53–57, Off Jigani Road,
KIADB Industrial Area, Yerandahalli, Bommasandra,
Bengaluru, Karnataka – 560099, India.

Manufacturing Facility 2
No. 56, KIADB Industrial Estate, 4th Phase,
Malur, Karnataka – 563130, India.