

19 August 2026

To,

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai- 400 001
Scrip Code: 543260

National Stock Exchange of India Ltd.
Exchange Plaza, Plot no. C/1, G Block,
Bandra-Kurla Complex
Bandra (E), Mumbai - 400 051
NSE Symbol: STOVEKRAFT

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for FY2025-26

With reference to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find the attached softcopy of the Business Responsibility and Sustainability Report forming part of Annual Report of the Company for FY2025-26.

Kindly take the same on record.

Thanking you,

Yours faithfully,
For Stove Kraft Limited

Shrinivas P Harapanahalli
Company Secretary & Compliance Officer

Stove Kraft Limited

Registered Office : 81/1, Harohalli Industrial Area, Harohalli Hobli,
kanakapura Taluk Ramanagara District, Bengaluru, Karnataka, India - 562112

Corporate Office : No.30, 2nd Cross, CSI Compound, Mission Road, Bengaluru - 560027



Business Responsibility And Sustainability Report

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been formulated in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to enhance transparency by showcasing how businesses generate value through active contributions to a sustainable economy. The report serves to emphasize our steadfast dedication to fostering sustainable development and creating enduring value for our stakeholders.

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE ENTITY

Serial no.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Entity	L29301KA1999PLC025387
2.	Name of the Entity	STOVE KRAFT LIMITED
3.	Year of incorporation	1999
4.	Registered office address	81/1, Medamarana Halli, Village Harohalli Hobli, Kanakapura Taluk Ramanagara Dist., 562112 Karnataka, India
5.	Corporate Office address	No.30, 2 nd Cross, CSI Compound Mission Road, Bengaluru - 560027 Karnataka, India
6.	E-mail	cs@stovekraft.com
7.	Telephone	08028016222
8.	Website	https://www.stovekraft.com/
9.	Financial year for which reporting is being done	2025-26 (April 1, 2025 to March 31, 2026)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 33,10,73,210/- (Divided into 3,31,07,321 equity shares of Rs. 10/- each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Shrinivas P Harapanahalli Company Secretary & Compliance Officer Mob. No. - 8800660647 Email: cs@stovekraft.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosure under this report is made on standalone basis for Stove Kraft Limited
14.	Name of assessment or assurance provider	The Board of Stove Kraft Limited has appointed J. Sundharesan and Associates Practicing Company Secretaries, Bengaluru as the assurance provider.
15.	Type of assessment or assurance obtained	Limited Assurance.

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Other manufacturing including jewellery, musical instruments, medical instruments, sports goods, activities etc.	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of domestic home appliances, Manufacture of metal household articles	2740, 2750, 27501, 27502, 25994, 28253, 25931	100

III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	2	2	4
International	NIL	NIL	NIL

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	28 States and 6 Union Territories
International (No. of Countries)	14

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	10.7%
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c) Type of Customers

A brief on types of customers	Stove Kraft Limited serves a diverse and multi-tiered customer base across domestic and international markets. Our customer centricity is reflected in our ability to cater to various socio-economic segments through a robust omni-channel distribution network and strategic manufacturing partnerships.
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1. Individual Households (B2C - Retail)

The primary consumer base consists of individual households across India, served through:

- ❖ General Trade (Mass Market): Reaching consumers in urban and rural areas via distributors and local dealers.
- ❖ E-Commerce & Quick Commerce: Tech-savvy consumers utilizing platforms like Amazon, Flipkart, and rapid-delivery apps.
- ❖ Modern Retail: Organized shoppers at large-format supermarkets and hypermarkets.
- ❖ Exclusive Brand Outlets (Own Retail): Customers seeking a direct, curated brand experience.

2. Global Retail Partners (OEM/B2B Exports)

A critical segment of our business involves acting as a strategic Original Equipment Manufacturer (OEM) for some of the world's largest retailers. This demonstrates our manufacturing maturity and compliance with rigorous international quality, labour, and sustainability standards:

- Walmart: We serve as an established OEM partner, adhering to their global supply chain requirements.
- IKEA: The Company is in the advanced stages of becoming an OEM partner for IKEA, further expanding our global manufacturing footprint

3. Institutional & Government Customers (B2G)

We cater to organized bulk buyers and public institutions:

- ❖ Institutional Gifting: Corporate clients for bulk procurement.
- ❖ Defence & Paramilitary: Serving the armed forces and their families through Army and Police Canteens.

IV. EMPLOYEES

20. Details at the end of the year of financial year:

a) Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
	Permanent (D)	1029	926	89.99%	103	10.01%
	Other than Permanent (E)	0	0	0	0	0
	Total employees (D + E)	1029	926	89.99%	103	10.01%
Workers						
	Permanent (F)	4514	1888	41.83%	2626	58.17%
	Other than Permanent (G)	290	258	88.97%	32	11.03%
	Total workers (F + G)	4804	2146	44.67%	2658	55.33%

b) Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
	Permanent (D)	5	5	100%	0	0
	Other than Permanent (E)	0	0	0	0	0
	Total employees (D + E)	5	5	100%	0	0
Differently Abled Workers						
	Permanent (F)	15	10	66.67%	5	33.33%
	Other than Permanent (G)	0	0	0	0	0
	Total workers (F + G)	15	10	66.67%	5	33.33%

21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	7	3	43%
Key Management Personnel**	4	1	25%

*Board of Directors includes Managing Director and Whole Time Director.

** Key Managerial Personnel includes Managing Director, Executive Director, Company Secretary and Chief Financial officer

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY) %			FY 2024-25 (Turnover rate in previous FY) %			FY 2023-24 (Turnover rate in the year prior to the previous FY) %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%	8%	12%	27%	18%	23%	31%	22%	28%
Permanent Workers	17%	11%	13%	42%	56%	49%	60%	92%	69%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. Names of holding / subsidiary / associate companies / joint ventures:*

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
-	-	-	-	-

*Not Applicable, as the Company does not have any Holding/Subsidiary/Associate Companies/Joint Venture as on March 31, 2026.

VI. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

24.

S. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover (in Rs.)	16,07,42,40,000
3.	Net worth (in Rs.)	5,04,24,20,000

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)*	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	NIL	NIL	None	NIL	NIL	None
Investors (other than shareholders)	Yes	NIL	NIL	None	NIL	NIL	None
Employees and workers	Yes	NIL	NIL	None	NIL	NIL	None
Customers	Yes	786,997	12,211	Most of the complaints received during this financial year were promptly resolved with utmost priority	712,994	13,484	Most of the complaints received during this financial year were promptly resolved with utmost priority
Value Chain Partners	Yes	NIL	NIL	None	NIL	NIL	None

* The Company has a Stakeholder Management Policy which formalizes grievance management for both internal and external stakeholders, aiming to minimize social risks to the business. Grievances will be managed confidentially to reduce conflicts and strengthen relationships.

The policy can be accessed at the given link

<https://stovekraft.com/storage/investors/pdf/wApxy3GUE4BineReTsioFMUnSvwUsw0WUEt9YI5g.pdf>

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

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Opportunity	Stove Kraft's energy requirement stands at 3 Crore units annually. Currently, 1 Crore units (33%) are sourced from renewables (70 Lakh Solar, 30 Lakh Wind). The upcoming commissioning of a 1.7 MW solar plant shortly will increase renewable yield to 18 Lac units, significantly reducing reliance on the non-renewable grid and aligning with global sustainability standards. To address the lack of Net Metering under the Wheeling Arrangement, the company uses a "Rolling Master" leave system. This ensures 7 day factory operations and 100% utilization of solar generation by redirecting excess power to active units. Additionally, LED lighting transitions and regular PCB emission monitoring further drive energy efficiency.	-	Positive The adoption of renewable assets represents a strategic investment that offsets rising grid electricity bills. Furthermore, the company is self-registered for I-RECs (International Renewable Energy Certificates). These certificates for solar and wind assets are utilized for compliance with partners like IKEA or traded in the open market, creating a multifaceted financial benefit.
2.	Water and Wastewater management	Risk	Inadequate water management can disrupt manufacturing operations and lead to regulatory non-compliance. High dependency on groundwater/borewell presents a resource scarcity risk. Conversely, efficient recycling offers an opportunity to minimize external water costs and enhance operational resilience.	Stove Kraft has transitioned to a closed-loop system by commissioning an RO (Reverse Osmosis) Plant, reducing reliance on groundwater. We utilize a three-tier recycling approach: STP treated water for gardening and sand mixing; ETP water for cooling/paint spray pit recharging; and strategic RO reject reuse for flushing. Active Rainwater Harvesting further recharges the water table.	Positive The implementation of efficient water management and recycling has led to a 30%-35% reduction in total water consumption. By minimizing dependency on external sources and borewells, through internal reuse and the 500 KL STP, the company significantly lowers operational costs and avoids potential fines associated with wastewater discharge and environmental regulations.

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Human Rights & Fair Labor Practices	Risk & Opportunity	Any violation of labour standards such as unsafe working conditions or lack of social security presents severe legal and reputational risks. Conversely, providing holistic welfare (housing, food, and education support) represents an opportunity to build a high-retention workforce and satisfy the ethical audit requirements of global partners like IKEA and Walmart.	We mitigate risks through strict adherence to the IKEA IWAY framework. Our welfare model includes dormitory housing for 350+ workers, free nutritious meals provided at the on-site canteen, and contract buses for rural connectivity.	Positive Comprehensive welfare programs directly improve employee morale and reduce turnover-related recruitment costs. By providing free meals and on-site housing, the company shields its workforce from local inflationary pressures. Our "Qualified Supplier" status, maintained through these high social standards, secures long-term, high-value global export contracts.
4.	Health & Safety	Risk	Neglecting health and safety could lead to workplace accidents, legal penalties, and reputational damage, which can result in financial losses and operational disruptions.	Stove Kraft mitigates risks through robust health and safety policies, regular audits, and strict compliance with standards. Multi-stage inspections and random sampling uphold product quality, while non-conforming items are scrapped. Employee safety training, including induction programs and monthly sessions, ensures a safe and efficient workplace.	Positive Investing in health and safety has significant financial benefits for Stove Kraft. By ensuring safe working conditions and providing regular training, the company reduces the risk of workplace accidents, which can lead to costly legal penalties, compensation claims, and operational disruptions. These measures also enhance employee morale and productivity, lowering turnover rates and recruitment costs.
5.	Customer Education and Awareness	Opportunity	Customer education and awareness are key strategies for Stove Kraft to enhance its brand value, penetrate new markets, and build lasting customer relationships. By informing customers about the unique features, quality, and sustainability of its products, Stove Kraft fosters trust and loyalty, encouraging repeat purchases. Awareness initiatives enable the company to expand its reach into untapped demographics and geographies while positioning its brand as a leader through transparent communication. Highlighting the eco-friendly aspects of its offerings aligns with consumer priorities on sustainability, strengthening Stove Kraft's reputation as a responsible and innovative industry player.	-	Positive By educating customers about the features, benefits, and sustainability aspects of its products, Stove Kraft can build stronger brand loyalty and trust. This, in turn, can lead to increased sales and repeat purchases, as informed customers are more likely to choose products that align with their values and needs. Overall, customer education and awareness contribute to long-term financial growth and stability by fostering deeper connections with the target audience.

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Data Security	Risk	The Company possesses important intellectual property, including product designs, processes, and trade secrets. If data security measures are insufficient, the Company may face risks from cyberattacks, hacking, or internal threats, potentially resulting in the theft or unauthorized access to this valuable information.	Stove Kraft has taken various steps to protect its data, such as implementing access control, virus protection, intrusion detection, data backups, authentication, monitoring, and periodic reviews. Additionally, it follows data classification guidelines to maintain data integrity and secure its information systems.	Positive Data security has significant financial implications for Stove Kraft, as it directly impacts operational efficiency, customer trust, and regulatory compliance. By investing in robust cybersecurity measures, such as intrusion detection systems, encryption, and regular audits, Stove Kraft can prevent data breaches that could lead to financial losses, legal penalties, and reputational damage. These proactive measures also enhance customer confidence, fostering loyalty and potentially increasing sales.
7.	Product Quality & Innovation	Opportunity	Global consumer trends are shifting towards non-toxic and “clean” cookware. Failing to innovate in material science poses a market-share risk. Conversely, pioneering safe, hybrid materials (like Cera-Steel) offers a massive opportunity to lead in health-conscious segments and satisfy stringent international export standards (eg, US market). We mitigate quality risks through a dual strategy: Material Innovation and Field Intelligence. We have transitioned to Teflon-free ceramic coatings and introduced Cera-Steel hybrids. Our Product Service Group (PSG) provides real-time market feedback to R&D, while centralized testing in our certified labs ensures all products meet global safety benchmarks before dispatch.		Positive Investing in high-standard safety and material innovation reduces the long-term cost of product recalls and “no-fault-found” returns. Our 4.45 rating on the Walmart portal and clearance of Target/ IKEA audits directly result from these quality standards, opening high-margin global export channels and increasing consumer lifetime value.

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Sustainable Material Sourcing & Resource Efficiency	Opportunity	Rising costs of virgin raw materials and global supply chain volatility pose significant risks. Adopting a Circular Economy model by integrating recycled scrap and optimizing resource efficiency offers an opportunity to lower procurement costs, reduce the environmental footprint, and meet the green-procurement mandates of global partners. We utilize a dual-sourcing strategy with Tier-1 partners ensure quality. Furthermore, we implement high-integrity on-site refuelling protocols and precision KM-tracking for our fleet, achieving a 5% reduction in carbon emissions (162 tons of CO2 saved).	-	Positive Optimizing resource efficiency has directly contributed to a reduction in Finished Goods rejections (from 1.73% to 0.7%), significantly lowering material waste. Sourcing 10% of raw materials through recycling channels provides a hedge against price fluctuations in virgin ores, while our efficiency gains satisfy the sustainability benchmarks required to maintain "Qualified Supplier" status with Walmart and IKEA.
9.	Supply Chain Management	Risk	The company faces a Single Source Vulnerability, relying on a single Tier-1 partner for 90% of raw materials. This creates a high exposure to domestic price volatility. Furthermore, managing active suppliers introduces risks related to inconsistent quality standards and ethical compliance across the value chain.	We mitigate these risks via a Dual-Sourcing Model (65% local / 35% imported) and a robust Vendor Certification Program (VCP). New suppliers undergo mandatory audits, while existing ones receive annual Kaizen and QMS training. We also maintain a 4.45 rating on the Walmart portal via strict pre-dispatch inspections.	Positive Proactive risk management has led to a verified drop in Finished Goods rejections from 1.73% to 0.7%, significantly lowering the cost of wasted materials. Our "Qualified Supplier" status with IKEA and Walmart—maintained through rigorous third-party audits—secures our position in high-margin global markets and prevents the financial impact of potential product recalls.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Particulars of the Policies	Anti-corruption or Anti-bribery Policy, Ethical Policy	Supplier Code of Conduct	Health and Safety Policy	Stakeholder Management Policy	Human Rights Policy	Environmental Policy	Policy on Responsible Advocacy	Corporate Social Responsibility Policy	Cyber security and Data Privacy
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c) Web Link of the Policies, if available	The Company's policies can be accessed at the given link: https://stovekraft.com/investors/								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company has various policies as per Law and as per operational requirements and the same are posted on the Company's Website. The Value Chain Partners are expected to follow the applicable policies.								
4.	Name of the national and international codes /certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Certificate	Overview of the certificate							Principle
		Bureau of Indian Standards (BIS)	The Bureau of Indian Standards (BIS) is India's National Standards Body, established under the BIS Act 2016. It plays a vital role in standardization, marking, and quality certification of goods.							P2
		ISO 9001	ISO 9001 is an internationally recognized standard for Quality Management Systems (QMS). It provides a framework that organizations can use to ensure consistent quality in their products and services, enhance customer satisfaction, and improve overall performance.							P9
In addition to these standards, the Company's operations are also guided by the National Guidelines on Responsible Business Conduct (NGRBC), further demonstrating its commitment to responsible business practices.										

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Specific commitments, goals and targets set by the entity							Mapped NGRBC Principles	
		Environment:								
		1	To achieve 65% of energy consumption through renewable sources by installing solar panels and thereby reducing its reliance on non-renewable energy sources by 2030							P6
		2	To transition from traditional plastic covers to decomposable polythene solutions for all domestic appliance components, significantly reducing the company’s long-term environmental footprint.							P6
		Social:								
		3	To prioritize the development and well-being of its employees and further enhance the 3:1 female-to-male workforce ratio , ensuring that Stove Kraft remains a benchmark for women’s empowerment and inclusive employment in the manufacturing sector							P3
		4	To take up community engagement programmes by making a positive impact on society and environment							P4
		Governance:								
		5	To obtain ISO 14000, certification for Environmental Management System and ISO 45000, certification for Occupational Health and Safety Management System reflecting company’s commitment towards ESG							P6, P5, P2
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	In response to all the specific commitment goals set by the Company in financial year 2025-26 an overview of our performance is as under: The company has made a concerted effort to enhance the development and well-being of its workforce through a range of training programs and initiatives that foster a more supportive and productive workplace environment. Performance Overview:								
		Goal		Performance						
		ENVIRONMENT	To achieve 65% of energy consumption through renewable sources by installing solar panels by financial year 2029-30 and thereby reducing its reliance on non-renewable energy sources		Stove Kraft has successfully optimized its energy portfolio, with renewable energy now accounting for 33% (1 Crore units) of the total annual requirement of 3 Crore units. This green energy mix is comprised of 70 Lakh units from Solar and 30 Lakh units from Wind power, marking a significant milestone in our transition towards sustainable operations.					
					❖ Capacity Enhancement: To further our decarbonization goals, the Company has invested in a new 1.7 MW Solar Plant, scheduled for commissioning in 2026. This expansion is projected to increase our total renewable generation to 18 Lac units, effectively keeping us ahead of our long-term sustainability glide path.					
					❖ Operational Excellence & Grid Efficiency: We have implemented a sophisticated wheeling arrangement and internal captive redirection strategy to maximize efficiency and navigate net-metering constraints. To ensure zero wastage of solar generation, we adopted a “Rolling Master” leave system; By maintaining 7-day factory operations, we have achieved 100% solar power utilization, demonstrating a seamless integration of sustainability with operational continuity.					

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Goal		Performance						
		ENVIRONMENT	To transition from traditional plastic covers to decomposable polythene solutions for all domestic appliance components, significantly reducing the company's long-term environmental footprint.		The entity has successfully initiated replacement of traditional single-use plastic covers with biodegradable / decomposable polythene for 60% of domestic appliance components. This transition is being prioritized for high-volume product lines (Induction cooktops and Small Appliances). ❖ Impact: This shift has significantly reduced the non-recyclable waste footprint per unit. The company is currently working with vendors to scale this for the remaining 40% of the component categories. ❖ Reasons for Partial Completion: The full transition is being executed in phases to ensure that the decomposable material meets the required tensile strength and moisture-barrier standards necessary for protecting electrical components during long-term warehousing.					
			To take up community engagement programmes by making a positive impact on society and environment		Stovekraft has successfully met its goal of prioritizing employee development and well-being through a series of impactful training programs and performance initiatives: ❖ Strategic Upskilling: Successfully trained 200 workers in technical and soft skills, including AI, Business Communication, and Cyber Security. ❖ Operational Training: Strengthened data-handling and logistics capabilities through advanced Excel and SAP Warehouse Management sessions. ❖ Incentivized Culture: Fostered high performance through a 10% salary bonus for achieving production targets and a robust Kaizen rewards program. ❖ Health & Safety: Established an Occupational Health Center providing regular medical checkups and specialized "Health Zoning" for prioritized care. ❖ Social Mobility: Promoted a "Floor to Office" culture, transitioning plant workers into HR Trainee and Officer roles. ❖ Welfare Infrastructure: Provided subsidized housing for 350 people and expanded free transportation to interior rural villages.					
		SOCIAL	To maintain and further enhance the 3:1 female-to-male workforce ratio, ensuring that Stovekraft remains a benchmark for women's empowerment and inclusive employment in the manufacturing sector		The entity has successfully achieved and maintained a 3:1 female-to-male workforce ratio, with women surpassing men out of the total employee strength at the Harohalli manufacturing facility. ❖ Benchmarking: This exceeds the industry average for the manufacturing sector in India, positioning Stovekraft as a leader in inclusive employment and gender diversity. ❖ Supportive Infrastructure: Implementation of specialized welfare measures, including safe transportation, on-site medical care, and the "Career Ladder" program to transition female shop-floor workers into supervisory roles.					

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Goal		Performance						
		GOVERNANCE	To Obtain ISO 14000 for Environmental Management System and ISO 45000 for Occupational Health and Safety Management System.		While these specific ISO certifications have not yet been formally achieved, they remain top-tier strategic targets for the Company.					
					The Company is actively aligning its internal protocols with these global ESG benchmarks as the next step in its quality and safety evolution.					
					Current operations already adhere to rigorous frameworks such as the IKEA IWAY Principles, which mandate lawful conduct, protection of labour rights, and workplace safety.					
					This transition towards international ISO standards underscores Stove Kraft's dedication to governance excellence and the continuous improvement of its health, safety, and environmental systems.					
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	“At Stove Kraft Limited, our commitment to Environmental, Social, and Governance (ESG) principles is the cornerstone of our innovation and growth. While the path to sustainability presents complex challenges such as navigating intricate grid logistics for renewable energy and transitioning to a fully circular manufacturing model we view these hurdles as opportunities to refine our operational excellence and deepen our community impact. This year, we have made significant technical strides in decoupling our production from environmental footprints. A key highlight is our energy transition; By integrating high-efficiency Mono PERC solar modules and wind assets, we now fulfill 33% of our energy requirements (1 Crore units) through renewables. Our goal remains a bold 65% by 2030, supported by our upcoming 1.7 MW solar expansion . We continue to lead in “Green Chemistry” and circularity. We have successfully eliminated hazardous waste in our Bottle Plant by substituting Sulfuric Acid with eco-friendly, water-soluble agents. Furthermore, our move towards a circular economy is evidenced by the annual recycling of 200 tonnes of aluminium and the adoption of sustainable honeycomb and pulp-based packaging. Our Zero Liquid Discharge system ensures that 90% of our water is repurposed, effectively conserving vital resources. Social Impact & People-First Culture: Our “People-First” philosophy is reflected in our unique social mobility initiatives, where we have transitioned shop-floor workers into corporate HR roles. We are proud to serve as a primary economic driver in the Harohalli belt, sourcing 90% of our workforce locally. Our commitment to the next generation is further solidified by the construction of a state-of-the-art school in Ramanagara. To ensure our workforce is future-ready, we have upskilled hundreds of employees in AI, Cyber Security, and SAP systems, while maintaining a rigorous health-zoning protocol to prioritize employee well-being. Governance & The Path Ahead: Governance at Stove Kraft is about transparency and global alignment. We are currently transitioning our safety and environmental protocols to achieve ISO 14001 and ISO 45001 certifications, ensuring our internal systems meet the highest international benchmarks. Sustainability is a continuous journey of improvement. By embracing innovation, from fleet electrification to EPR credit management, we remain dedicated to delivering long-term value to our stakeholders and remaining a responsible, forward-thinking leader in the industry.” Rajendra Gandhi, Managing Director (DIN: 01646143)								

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Risk Management Committee is the highest authority responsible for implementation and oversight of the Business Responsibility policies. The company’s Risk Management Committee comprises: <table> <tr> <th>Name</th> <th>Designation and position held</th> </tr> <tr> <td>Mr. Avinash Gupta DIN: 02783217</td> <td>Chairperson</td> </tr> <tr> <td>Mr. Rajendra Gandhi DIN: 01646143</td> <td>Member</td> </tr> <tr> <td>Mr. Natrajan Ramkrishna DIN: 06597041</td> <td>Member</td> </tr> <tr> <td>Mrs. Neha Gandhi DIN: 07623685</td> <td>Member</td> </tr> <tr> <td>Mrs. Shuba Rao Mayya DIN: 08193276</td> <td>Member</td> </tr> <tr> <td>Mr. Anup Sanmukh Shah DIN: 00317300</td> <td>Member</td> </tr> <tr> <td>Mr. Subhadeep Pal CFO</td> <td>Member</td> </tr> </table>									Name	Designation and position held	Mr. Avinash Gupta DIN: 02783217	Chairperson	Mr. Rajendra Gandhi DIN: 01646143	Member	Mr. Natrajan Ramkrishna DIN: 06597041	Member	Mrs. Neha Gandhi DIN: 07623685	Member	Mrs. Shuba Rao Mayya DIN: 08193276	Member	Mr. Anup Sanmukh Shah DIN: 00317300	Member	Mr. Subhadeep Pal CFO	Member
Name	Designation and position held																									
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Mrs. Shuba Rao Mayya DIN: 08193276	Member																									
Mr. Anup Sanmukh Shah DIN: 00317300	Member																									
Mr. Subhadeep Pal CFO	Member																									
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	Yes, Risk Management Committee of the Company is responsible for reviewing the sustainability related issues and the CSR Committee reviews and oversees the Company's initiatives and activities related to CSR on regular basis.																								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, performance against enlisted policies and necessarily follow up actions are duly reviewed by the Risk Management Committee as well as the Board of Directors									Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles and review was undertaken by the Board of Directors.									Yearly								

11. Independent assessment / evaluation of the working of its policies by an external agency:

Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes, all the policies of the Company are evaluated internally. Further, J. Sundharesan & Associates, specialising in Compliance, Governance and Sustainability advisory has provided a 'limited assurance' on working of its policies.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	This section is not applicable.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	All the principles under the BRSR are duly covered under the enlisted policies.								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

The purpose of this section is to assist organizations in showcasing their proficiency in integrating principles and core elements into critical processes and decisions. The Company has duly provided all mandatory disclosures as per the BRSR framework.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

ESSENTIAL INDICATORS:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Company's Board Familiarisation Programme enhances governance through three core pillars: • Strategic Alignment: Deepening Directors' understanding of corporate strategy, risk frameworks, and compliance. • Seamless Onboarding: Integrating new members into the Company's vision and governance standards. • Ethical Leadership: Mandating POSH training to ensure Board-level accountability for a safe, inclusive, and legally compliant workplace. Together, these initiatives reinforce a culture of respect and effective oversight.	100
Key Managerial Personnel	1	The Company's structured Familiarisation Programme for Key Managerial Personnel (KMP) strengthens leadership through three core pillars: • Strategic Governance: Enhances KMPs' strategic insight and compliance awareness for more effective oversight. • Seamless Integration: Aligns new KMPs with the Company's vision, governance standards, and risk frameworks. • Ethical Culture: Provides mandatory POSH training to ensure a safe, inclusive environment and clear legal accountability. Together, these initiatives reinforce ethical leadership and a company-wide culture of respect and accountability.	100
Employees other than BOD and KMPs	5	• Advanced AI Tools & Digital Literacy: Partnerships with certified institutions to provide training in Artificial Intelligence and modern digital toolkits. Impact: Future-Proofing: Ensures the white-collar workforce remains technically relevant and capable of leveraging AI to automate routine data analysis and sustainability reporting. • Business Communication: Specialized training focusing on professional linguistics and corporate correspondence. Impact: Enables corporate teams to manage complex grievances and professional stakeholder communication with a 24-hour turnaround time (TAT). • PowerPoint & Presentation Skills: Training in creating professional documentation, legal PPTs, and technical presentations for audits. Impact: Regulatory Clarity: Demonstrated by the team's ability to present complex ESG and QMS data clearly, which contributed to winning state-level awards for problem-solving.	65

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
		- Cyber Security Awareness: Mandatory training on identifying scams, phishing attempts, and maintaining data integrity. Impact: Digital Resilience: Protects the company's internal financial systems and sensitive corporate data from external threats and fraudulent activities. - Quality Management & Kaizen: Annual sessions on problem-solving methodologies, ISO benchmarks, and quality standards. Impact: Operational Excellence: Directly resulted in a world-class reduction in Finished Goods rejection from 1.73% to 0.7%.	
Workers	7	100% Safety Induction & Daily Briefings: Every worker receives a comprehensive induction upon joining, followed by mandatory briefings at the start and end of every shift. Impact: Safety Record: Established a high-safety culture that resulted in a near-perfect record, with few minor accidents reported across the facility. - First Aid & Health Awareness: Training supported by the Occupational Health Center (OHC); Medical checkups categorize workers into Red, Yellow, and Green health zones Impact: Targeted Wellbeing: Allows for prioritized medical assistance and mentoring for "Red Zone" workers, ensuring immediate intervention for those with identified health issues. - POSH & Ethical Governance: Sensitization on the Prevention of Sexual Harassment (POSH), labor rights, and the strict avoidance of child labor. Impact: Inclusive Workplace: Maintained a "compliance-first" environment and verified zero employment of individuals under 18, aligning with global standards like IKEA's IWAY. - Company Policies & Welfare: Education on internal grievance redressal (complaint boxes), "Floor to Officer" (F2O) career paths, and dormitory facilities. Impact: Social Mobility: Created a unique culture where shop-floor workers (eg, Mrs. Venkatlaxmi and Mrs. Pallavi) have successfully transitioned into HR Trainee and Officer roles. - Mandatory PPE Training: Monthly classroom sessions focusing on the correct usage of helmets, gloves, safety shoes, and masks. Impact: Mitigation: Enforced a strict "No Helmet, No Work" discipline, protecting workers from internal industrial hazards and external risks like nearby road construction. - Fire Safety & Mock Drills: Regular, unannounced fire drills conducted across all 28+ production lines to test real-time response efficacy. Impact: Emergency Readiness: Ensures the workforce is prepared for crisis situations, validating that evacuation and response protocols are functioning effectively. - Theme-based Awareness: Daily sessions focusing on rotating themes of Environment, Health, and General Safety. Impact: Continuous Vigilance: Promotes a culture where safety is not a one-time event but a constant, daily priority for every person on the shop floor	70

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

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

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

NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment			NIL		

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NA

4. Anti-corruption or Anti-bribery policy:

Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	Yes. Stove Kraft Limited has a comprehensive Anti-Corruption and Anti-Bribery Policy that underscores its commitment to conducting business with honesty, transparency, and integrity. - The policy applies to all directors, employees, agents, consultants, contractors, and any other individuals engaged in business activities on behalf of the Company. - It prohibits bribery, kickbacks, facilitation payments, fraudulent or unethical practices, and gifts or hospitality that may improperly influence business decisions. - Implementation is overseen by the Human Resources Head, with responsibilities clearly defined for all covered persons, including refraining from corrupt practices, reporting suspected breaches, and cooperating with investigations. - Compliance is reinforced through regular training, confidential reporting mechanisms under the Whistle Blower Policy, strict record-keeping of transactions, and disciplinary measures (up to termination and legal action) for violations. - The Company regularly reviews and updates the policy to ensure effectiveness and alignment with applicable laws and regulations. The policy is publicly available at the following link: https://stovekraft.com/storage/investors/pdf/GJrqT2khnLtIfcCxyIA1EzIbNz9Pt41CSdzTUeyS.pdf
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5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2025-2026 (Current Financial Year)		FY 2024-2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	None	NIL	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	None	NIL	None

7. Corrective Actions:

Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest	There have been no fines, penalties or actions taken by regulators, law enforcement agencies, or judicial institutions related to cases of corruption and conflicts of interest, hence this section is not applicable to the Company.
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8. Number of days of account payable ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Number of days of accounts Payables	136	107

9. Open-ness of Business

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

Parameter	Metrics	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	10.22%	12.41%
	b. Number of Trading houses where purchases are made from	107	80
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	66.28%	64.37%
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	100%	100%
	b. Number of dealers / distributions to whom sales are made	1720	3519
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	51%	57%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

Note: The figures for the financial year 2025-2026 and 2024-2025 have been reported in accordance with the SEBI guidelines issued under the circular Industry Standards Forum guidance for BRSR Core dated December 20, 2024.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

The Company recognizes its responsibility to reduce its environmental impact and contribute to sustainable development. By providing products and services in an environmentally friendly and safe way, the company can minimize waste, emissions, and other negative effects on the environment. This focus on sustainability and safety not only helps the company protect the planet but also strengthens its reputation, reduces risks, and supports long-term success. The company is dedicated to continuously improving its practices to ensure a safer, more sustainable future for all stakeholders.

ESSENTIAL INDICATORS:

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	12.65%	This contributes to clean and green energy and reduces reliance on grid power.

2. Sustainable sourcing:

a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, Stovekraft has procedures in place for sustainable sourcing. The company demonstrates its commitment to responsible procurement through the following measures:
	❖ Supplier Qualification & Inspection: The Company maintains rigorous quality and sustainability measures throughout its value chain. This includes a formal vendor qualification process and meticulous inspections by dedicated sourcing and quality assurance teams. ❖ Backward Integration: Stovekraft is highly backward-integrated, with 20 in-house manufacturing plants and 40 production lines. This strategy is specifically designed to reduce dependency on external suppliers and OEMs, allowing for direct control over sourcing standards and operational efficiency. ❖ Policy Framework: As a listed entity in India, Stovekraft complies with SEBI's BRSR requirements, which mandate disclosures on sustainable sourcing. Their policies (such as the Code of Conduct and Vendor Selection Criteria) include parameters for ethical business practices and resource efficiency. ❖ Certifications: Their manufacturing facilities are ISO 9001:2015 certified, ensuring that the sourcing of raw materials and components adheres to standardized quality and environmental management protocols.
b. If yes, what percentage of inputs were sourced sustainably?	100%

3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	Stovekraft is dedicated to minimizing its environmental footprint by implementing robust processes for reclaiming and managing products at the end of their lifecycle. These processes are designed to ensure the safe and efficient reuse, recycling, and disposal of materials, aligning with the company's sustainability goals. The key areas of focus include: (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste, and (d) other waste (a) Plastics and Packaging ➤ Stove Kraft focuses on Category 1 and Category 2 plastics through a sophisticated credit and repurposing system: ➤ Scrap Repurposing: Internal plastic scrap is sent to compounders for re-compounding and then reintegrated into the production cycle.
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- Sustainable Packaging: The company has transitioned to decomposable polythene covers and launched pulp packaging for premium segments. Active R&D is ongoing for bio-packaging solutions.
- Credit Mechanism: The Company offsets its legal obligations via the CPCB portal. Authorized recyclers (like Circle X) process the waste and transfer "Recycling Credits" to Stove Kraft.
- Export Neutrality: To ensure precision in reporting, plastic used in exported products is deducted from the Company's domestic EPR obligations.

(b) E-waste

- Domestic Buy-Back Scheme: A consumer-facing program allows customers to trade in old electronic products for discounts, ensuring these items enter a controlled waste stream rather than a landfill.
- In-House & Factory Waste: All e-waste generated during manufacturing is strictly diverted to authorized recyclers.
- Authorized Partnering: General waste and electronics are diverted to verified partners like RTZ for processing and material recovery.

(c) Hazardous and Bio-medical Waste

- Tiered Vendor Management: The company uses a specialized vendor system based on volume to ensure safety:
- Small-Scale/Hazardous (<1000 kg/day): Handled by E-Nano vendors specifically authorized for hazardous materials.
- Bio-medical Waste: Strictly managed and disposed of by specialized authorities (e.g., Murdy).
- Effluent Treatment: Implementation of a Common Effluent Treatment approach prevents local soil and water contamination from industrial hazardous runoff.

(d) Other Waste (Metals and General)

- Closed-Loop Metal Recycling: In-house: Small quantities of returned goods are recycled directly within the factory.
- Bulk Returns: Managed via third-party partners who melt the metal, remove sludge, and reprocess the material for secondary industrial use.
- Traceability: All vendors across all waste categories are verified and registered under the Central Pollution Control Board (CPCB) to ensure full legal traceability and ethical disposal.

4. Extended Producer Responsibility (EPR) plan:

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

The company is registered on the Central Pollution Control Board (CPCB) centralized portal. Its collection and recycling data are periodically uploaded to align with the targets submitted in its registration.

Plastic Waste Management: The company meets its "Recycling Credit" obligations by partnering with CPCB-registered recyclers (such as Circle X). These partners process post-consumer plastic waste and transfer the resulting credits to Stovekraft via the official portal to offset its domestic footprint.

E-Waste Collection: Its collection plan for small appliances and lighting products is implemented through authorized third-party Producer Responsibility Organizations (PROs) and dedicated collection centers, ensuring that reclaimed e-waste volumes match the targets set in their annual EPR filing.

Audit & Traceability: All vendors used for waste management (e.g., RTZ for plastics and E-Nano for hazardous waste) are CPCB-verified, ensuring that the "Chain of Custody" for waste matches the legal plans submitted to the State and Central Pollution Control Boards.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

The Company understands the importance of prioritizing the well-being of all employees, both within the organization and throughout its supply chains. This commitment is driven by ethical values and the recognition that it creates a positive and productive business environment.

The Company is dedicated to providing a safe, supportive, and inclusive workplace free from discrimination or harassment. Recognizing employees as valuable assets, the Company is focused on offering resources and support that promote their health and well-being. This includes access to comprehensive health and wellness programs, ample opportunities for training and professional growth, and fair compensation packages.

ESSENTIAL INDICATORS:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	926	926	100%	926	100%	0	0	0	0	926	100%
Female	103	103	100%	103	100%	103	100%	0	0	103	100%
Total	1029	1029	100%	1029	100%	103	10.01%	0	0	1029	100%
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

B) Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	1888	1888	100%	1888	100%	0	0	0	0	1888	100%
Female	2626	2626	100%	2626	100%	2626	100%	0	0	2626	100%
Total	4514	4514	100%	4514	100%	2626	58.17%	0	0	4514	100%
Other than Permanent workers											
Male	258	258	100%	258	100%	0	0	0	0	258	100%
Female	32	32	100%	32	100%	32	100%	0	0	32	100%
Total	290	290	100%	290	100%	32	11.03%	0	0	290	100%

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.39%	0.40%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	YES
Gratuity	100%	100%	Yes	100%	100%	YES
ESI	16%	98%	Yes	54%	97%	YES
Others – Medi - claim	-	-	-	-	-	-

3. Accessibility of workplaces:

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

Yes, the premises and offices of the entity are accessible to differently abled employees and workers, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. Necessary facilities and infrastructure have been put in place to ensure ease of access, and the entity continues to take proactive steps to maintain and enhance accessibility wherever required.

4. Equal Opportunity Policy:

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

Yes, Stove Kraft has an Equal Opportunity Policy in place, aligned with the Rights of Persons with Disabilities Act, 2016. This policy emphasizes fostering an inclusive and respectful workplace that guarantees equal opportunities for all employees.

The policy establishes a framework for a non-discriminatory workplace, ensuring that all individuals—including those with disabilities—have equal access to recruitment, hiring, promotion, and professional development. Key features include:

- Non-Discrimination: Prohibits discrimination based on disability or any other legally protected status.
- Reasonable Accommodation: Explicitly commits to providing necessary workplace adjustments for individuals with disabilities, as required by law.
- Merit-Based Decisions: Ensures all employment actions are based strictly on qualifications, skills, and job-related abilities.
- Safe Environment: Guarantees a workplace free from harassment and retaliation, backed by a formal reporting and grievance remedy process.
- The policy can be accessed via the following link : <https://stovekraft.com/storage/investors/pdf/Dd5JKEQmPmhGJI1vrcll8EB6BSZUCUuo4BsbBLLI.pdf>

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

Gender	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female*	100	100	100	100
Total	100	100	100	100

*Note: During FY2026, 10 employees took maternity leave and are yet to return to work. In FY 2025, 2 employees took maternity leave and all 2 employees re-joined and retained.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	-
Permanent Employees	Yes
Other than Permanent Employees	-

Stove Kraft Limited maintains a transparent and inclusive workplace culture where ethical conduct is institutionalized through multi-channel grievance mechanisms.

I. Internal Redressal Framework

Access & Walk-in Culture: The Company maintains an “Open Door” policy, allowing employees at all levels to approach line managers, Plant Heads, or executive leadership directly. This walk-in system fosters real-time feedback, proactive problem-solving, and professional dialogue.

Specialized Committees: Dedicated channels are operationalized to handle sensitive concerns, including:

POSH Internal Committee: A robust framework for the Prevention of Sexual Harassment, ensuring a safe and respectful workplace.

Human Rights Focal Point: To ensure confidentiality and specialized care, human rights concerns are managed by a designated focal point (Mrs. Saraswathi, Assistant Manager – HR & Welfare).

Remedial Action: All complaints undergo a structured investigation process. When necessary, the Head of Human Resources intervenes to implement corrective measures and ensure resolution.

II. Whistle Blower Policy and Vigil Mechanism

Scope of Reporting: The Whistle Blower Policy empowers employees to report significant policy deviations, unethical behaviour, fraud, or legal non-compliance without fear of reprisal.

Executive Oversight: To uphold the highest integrity, the policy provides direct access to the Chairperson and the Managing Director. In exceptional cases, employees may escalate matters directly to the Chairman of the Audit Committee.

Anti-Retaliation Guarantee: The Company strictly prohibits any form of retaliation against whistle blowers, fostering a secure environment for maintaining organizational accountability and transparency.

The Company’s Whistle Blower Policy can be accessed at the given link:

<https://stovekraft.com/storage/investors/pdf/NUcri4yv8ZyHbYDYsOLnumttOFz62cju3miyewYR.pdf>

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1029	-	-	1028	-	-
Male	926	-	-	893	-	-
Female	103	-	-	135	-	-
Total Permanent Workers	4514	-	-	4375	-	-
Male	1888	-	-	1267	-	-
Female	2626	-	-	3108	-	-

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	926	926	100%	897	96.87%	893	893	100%	867	97%
Female	103	103	100%	96	93.20%	135	135	100%	127	94%
Total	1029	1029	100%	993	96.50%	1028	1028	100%	994	97%
Workers										
Male	2146	2146	100%	2076	96.74%	1267	1267	100%	1201	95%
Female	2658	2658	100%	2604	97.97%	3108	3108	100%	3077	99%
Total	4804	4804	100%	4680	97.42%	4375	4375	100%	4278	98%

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	926	926	100%	893	893	100%
Female	103	103	100%	135	135	100%
Total	1029	1029	100%	1028	1028	100%
Workers						
Male	2146	2146	100%	1267	1267	100%
Female	2658	2658	100%	3108	3108	100%
Total	4804	4804	100%	4375	4375	100%

10. Health and safety management system:

S.no	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes. Stove Kraft Limited operates a comprehensive OH&S system covering 100% of its workforce through structured safety protocols and welfare infrastructure. - Healthcare & Emergency Infrastructure - On-Site Facilities: Each plant has an Occupational Health Centre (OHC) staffed by internal doctors and nurses, supported by 24/7 on-site ambulances and creche facilities. - Strategic Tie-ups: Partners with Dayananda Sagar Hospital (general) and Jayadeva Hospitals (critical care). All workers are covered under the ESI scheme. - Emergency Readiness: Machinery is fitted with emergency-stop sensors. To ensure safety, mobile phones are restricted on-floor, with communication routed through Plant Heads. - Safety Protocols & PPE - Strict Entry Mandates: Entry requires a uniform, mask, and safety boots (provided at zero cost). Jewelry is prohibited to prevent machinery entanglement. - Audit & Hygiene: Medical kits are audited quarterly for refills, and all washrooms undergo bi-daily sanitation. - Attendance: High-integrity face-punch systems ensure accurate attendance and fatigue monitoring. - Welfare & Shift Management - Amenities: Provides free transport and a Company-run canteen (monitored by a Canteen Committee) offering quality meals and tea. - Supportive Culture: Maintains a “people-first” approach, providing full medical and financial support during employee health crises. - Shift Compliance: Operates three shifts; night shifts are restricted to male workers in alignment with safety regulations.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Stove Kraft Limited identifies work-related hazards and assesses risks through a multi-layered framework of daily operational checks, specialized training, and physical safety infrastructure. The processes are categorized as follows: - Routine Hazard Identification - Daily Safety Briefings: Shift Engineers and Production In-charges conduct briefings at the start and end of every shift to ensure immediate operational awareness on the shop floor. - Safety Awareness Sessions: The Company holds daily sessions focused on rotating themes such as the environment, health, and general safety. - Mandatory Induction: New entrants undergo a 100% safety induction program before accessing the production floor. - Classroom Training: Monthly formal sessions emphasize the correct use of Personal Protective Equipment (PPE), such as helmets and safety shoes. - Non-Routine & Emergency Assessment - Mock Drills: The EHS team conducts regular, unannounced mock drills to test real-time emergency response efficacy. - External Audits: Quarterly training is provided by the Department of Factories and the Pollution Control Board to address evolving external risks. - Independent Verification: Regular safety audits are performed by independent third parties to ensure objective compliance with global standards like IKEA's IWAY.

S.no	Particulars	Response
		3. Physical Monitoring & Feedback ➤ Machinery Safeguards: All equipment is fitted with emergency-stop sensors to prevent accidents during routine tasks. ➤ Health Zoning: Employees are categorized into Red, Yellow, and Green zones based on medical check-ups to prioritize those needing immediate intervention. ➤ Strict Access Policies: A “No Helmet, No Work” policy is enforced, and jewellery is prohibited on the shop floor to prevent machinery entanglement. ➤ Reporting Channels: Weekly checks of anonymous complaint boxes and monthly shop floor meetings allow workers to report near-misses or potential hazards directly to management.
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes. Stove Kraft Limited maintains clear, accessible processes for workers to report hazards and ensures they are empowered to remove themselves from unsafe conditions to maintain a “Zero Injury” environment. 1. Reporting Mechanisms & Communication ➤ The company provides multiple avenues to ensure all incidents, large or small, are communicated promptly: ➤ Formal and Informal Channels: Workers can report hazards to supervisors, quality personnel, or the Safety Head via formal incident reports or informal verbal communication. ➤ Anonymous Complaint Boxes: These are distributed throughout all plants and audited weekly, allowing workers to report risks without fear of reprisal. ➤ Real-time Feedback: Regular shop floor meetings and daily briefings allow for direct dialogue between workers and management regarding potential hazards. ➤ Transparency: Following any incident, the Quality and Safety Head take immediate action; all employees are quickly informed of the cause and corrective actions taken to prevent recurrence. 2. Protocols for Hazard Removal ➤ Stovekraft prioritizes the right of the worker to stop work when safety is compromised: ➤ Immediate Work Stoppage: It is clearly communicated to all workers that if they notice irregularities in machine operation or unsafe conditions, they must stop work immediately until the issue is verified and corrected by the line engineer or maintenance team. ➤ Machinery Safeguards: All machinery is equipped with sensors for emergency stops, allowing workers to instantly halt operations if a hazard is detected. ➤ Safety Mandates: A strict “No Helmet, No Work” policy is enforced, and entry is prohibited without proper PPE or if grooming standards (e.g., tied hair, no jewellery) are not met to avoid machinery entanglement.

S.no	Particulars	Response
		3. Training & Health Monitoring ➤ Hazard Identification Training: Internal safety staff conduct regular sessions to equip workers with the knowledge to identify and report potential hazards effectively. ➤ Health Zoning (Red Zone): Workers identified in the “Red Zone” during annual medical check-ups are proactively removed from high-risk tasks and provided with immediate medical assistance and mentoring. ➤ Specialized Drills: The EHS team conducts regular, unannounced mock drills to test real-time emergency response efficacy and ensure workers know how to exit hazardous zones safely.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes. Stove Kraft Limited ensures that its employees and workers have access to non-occupational medical and healthcare services, reflecting a holistic commitment to their overall well-being. The company facilitates this access through the following frameworks: ➤ Integrated Medical Consultations: The on-site medical facilities and Occupational Health Centres (OHC) provide consultations for both workplace-related and general health concerns, serving as a primary healthcare touchpoint for all staff. ➤ Proactive Health Monitoring: All employees and workers undergo annual health check-ups. This initiative is designed to detect and address potential health issues early, regardless of whether they originate from work-related activities. ➤ Preventive Wellness Programs: Beyond routine care, the entity organizes specialized initiatives, such as Eye Camps and health mentoring for employees in the “Red Zone” (those with identified health risks), fostering a proactive culture of wellness. ➤ By providing these services, Stove Kraft ensures that its workforce remains healthy and supported both inside and outside the manufacturing environment.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.17	0.21
Total recordable work-related injuries	Employees	-	-
	Workers	2	2
No. of fatalities	Employees	-	-
	Workers	-	1
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	-	-
	Workers	-	-

12. Measures to ensure a safe and healthy workplace:

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

Stove Kraft Limited employs a proactive and multi-layered strategy to ensure a safe and healthy workplace, integrating rigorous inspections, specialized training, and an advanced medical infrastructure.

The measures implemented by the entity include:

- **Risk Identification and Mitigation:** Regular safety rounds are conducted by a leadership collective, including Plant Heads, Safety Officers, and Admin Managers. These are supplemented by periodic machine maintenance and comprehensive third-party safety audits. These processes ensure that potential hazards are identified, assessed for severity, and corrected well in advance of any incident.
- **Safety Training and Protective Equipment:** The Company provides extensive training on hazard identification, safe work practices, and emergency response. To safeguard against physical risks, workers are equipped with high-quality Personal Protective Equipment (PPE), including helmets, gloves, earplugs, goggles, and masks.
- **Emergency Preparedness:** To ensure rapid response during unforeseen contingencies, the contact details for the designated emergency, first aid, and firefighting teams are prominently displayed at every plant entrance. All machinery is equipped with emergency-stop sensors to prevent operational accidents during routine tasks.
- **Reporting and Continuous Improvement:** Clear protocols are in place for reporting work-related hazards promptly. The Company also fosters a collaborative safety culture by maintaining feedback mechanisms, such as anonymous complaint boxes audited weekly, which allow workers to suggest safety enhancements and report "near-miss" incidents without hesitation.
- **Predictive Health Management (Medical Zoning):** In a major shift toward personalized care, the company categorizes employees into Red, Yellow, and Green zones based on annual check-up results. Those in the "Red Zone" receive prioritized medical assistance, specialized mentoring, and frequent follow-up care to manage chronic or emerging health issues.
- **Comprehensive Healthcare & Social Infrastructure:** The entity provides on-site medical consultations through Occupational Health Centres (OHC) staffed by internal doctors and nurses, supported by 24/7 on-site ambulances. To support the broader well-being of the workforce, the company provides dormitory housing for over 350 people and expanded transportation routes into interior villages, ensuring safe and stable commutes for geographically isolated workers.
- **Strategic Hospital Network:** Strategic partnerships with nearby specialized hospitals, such as *Dayananda Sagar Hospital (within 2km) and Jayadeva Hospitals, ensure that employees have immediate access to both general emergency care and advanced medical treatments.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	No Such Complaints	-	-	No Such Complaints
Health & Safety	-	-	No Such Complaints	-	-	No Such Complaints

14. Assessments for the year:

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

15. Corrective Actions:

Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The Company adhered to safety protocols to comply with state/ local regulations and maintain hygiene, standards, resulting in no safety incidents during the year, except for minor injuries.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS:

1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity	At Stove Kraft, we have a systematic approach to identifying individuals or groups with a vested interest in the company's products and activities. We follow a step-by-step process to identify the company's stakeholders: ➤ Determine the impact: Determine the impact that the product has on different groups of people, including customers, employees, suppliers, and shareholders considering both the positive and negative impacts of the product. ➤ Identify internal stakeholders: Identify internal stakeholders, such as employees, managers, and shareholders, who have a direct interest in the success of the product. This may include individuals who are involved in the design, development, production, marketing, and sale of the products. ➤ Identify external stakeholders, such as customers, suppliers, regulators, and the local community, who have an indirect interest in the product. These stakeholders may be affected by the product in various ways, such as through employment opportunities, environmental impact, or regulatory compliance. ➤ Prioritize stakeholders: Prioritize the stakeholders based on their level of interest and influence. Prioritizing stakeholders will help the company to focus its efforts on those stakeholders who are most critical to the success of the product. ➤ Engage with stakeholders: Once stakeholders have been identified and prioritized, the company engages with them to understand their needs, concerns, and expectations. This may involve conducting surveys, hosting focus groups, or meeting with stakeholders individually. ➤ Monitor stakeholder feedback: Once the company has engaged with stakeholders, it monitors their feedback to ensure that it is meeting their needs and expectations. This feedback can be used to inform future product development and marketing efforts.
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2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Distributors	No	1. Emails. 2. Periodical meets 3. Personal Visits 4. Interviews 5. Surveys	Periodically and as and when required	Product quality and availability, responsiveness to needs, after sale service, responsible guidelines / manufacturing, Safety awareness and demand forecasting,
E-Com Aggregators	No	1. Online Portals 2. Emails 3. Social Media platforms 4. Phone calls	Periodically	To Maximise digital reach, brand visibility, and managing consumer ratings.
Waste Collection Agents	No	1. One-to-one interaction 2. Phone calls	Periodically	To ensure Safe Disposal, Hazardous Waste compliance, and adherence to PCB norms.
Employees/ Workers	No	1. Emails 2. Team Engagement 3. Website 4. Engagement through Health Programs 5. Notice Board	Periodically	1) To achieve business targets 2) Motivate talent and ensure higher productivity 3) Career management and growth prospects. 4) Work culture, health, and safety matters.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	1. Annual General Meeting, 2. Email, 3. Stock Exchange (SE) intimations, 4. Investor/analysts meet/ conference calls, 5. Annual report, quarterly results, media releases and Company's website	Quarterly, Half yearly and annually	To share financials ESG strategy ,long-term value creation and other information / developments about the Company.
Vendors/ Suppliers	No	1. Email, 2. Advertisement, 3. Vendor meets, 4. website etc.	Regular	1) Procurement ethics 2) Business /Project related 3) Vendor Assessment Report
Local Communities	Yes	1. Newspaper advertisements/ 2. Physical Meetings / Reviews/ Assessments 3. CSR Field Visits.	Event basis	Identifying the issues that they are concerned about and help them achieve better quality of living through CSR programmes and initiatives.
Government/ Regulators	No	1. Emails, 2. Submission forms / returns / intimations/ letters etc. 3. Official Correspondence.	Annually / Half yearly/ Quarterly/ Event basis	In relation to Compliances with applicable laws, rules, and regulations.
Consumers	No	1. Focused Group Discussion, 2. Digital Platforms, 3. Market Research 4. TV Commercials, newspaper, ads and pamphlets. 5. Website. 6. Helpline	Continuous (Frequent and need based)	To know consumer needs, delivering quality products and expanding consumer base, are key to our success and growth. Staying in touch with the customers and to receive their feedback on various product designs, products that the Company manufactures and grievance redressal

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS:

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1029	1029	100 %	1028	1028	100 %
Other than permanent	0	0	0	0	0	0
Total Employees	1029	1029	100 %	1028	1028	100 %
Workers						
Permanent	4514	4514	100%	4375	4375	100%
Other than permanent	290	290	100%	501	501	100%
Total Workers	4804	4804	100%	4876	4876	100%

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1029	128	12.44 %	901	87.56 %	1028	168	16 %	860	84 %
Male	926	111	11.99 %	815	88.01 %	893	144	16 %	749	84 %
Female	103	17	16.50 %	86	83.50 %	135	24	18 %	111	82 %
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	4514	4174	92.47 %	340	7.53 %	4375	3942	90 %	433	10 %
Male	1888	1671	88.51 %	217	11.49 %	1267	1030	81 %	237	19 %
Female	2626	2503	95.32 %	123	4.68 %	3108	2912	94 %	196	6 %
Other than Permanent	290	141	48.62 %	149	51.38 %	501	53	11 %	448	89 %
Male	258	129	50.00 %	129	50.00 %	418	35	8 %	383	92 %
Female	32	12	37.50 %	20	62.50 %	83	18	22 %	65	78 %

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

a. Median remuneration / wages:

(In Rupees)

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) *	7	24,00,000	3	24,00,000
Key Managerial Personnel**	3	97,07,797	1	70,29,327
Employees other than BoD and KMP	923	5,82,408	102	3,65,004
Workers	1888	2,19,300	2626	2,19,060

*Board of Directors includes Managing Director and whole-time Director.,

** Key Managerial Personnel includes Managing Director, Whole-time Director, Company Secretary and Chief Financial officer.

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

	FY 2025-26 (Current Financial Year) %	FY 2024-25 (Previous Financial Year) %
Gross wages paid to females as % of total wages	59%	62%

4. Focal point for addressing human rights:

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

Yes, Human Resources Head, is responsible for addressing human rights impact or issues caused or contributed to by the business.

5. Internal mechanisms in place to redress grievances related to human rights issues:

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

Stove Kraft Limited has established a robust internal framework to ensure that human rights grievances are identified, addressed, and resolved with transparency and sensitivity. The mechanisms in place include:

- Multilayered Reporting Channels: Workers can raise concerns through various avenues, including anonymous complaint boxes located across all plants (audited weekly), formal incident reports, and direct verbal communication with supervisors or the Safety Head.
- Monthly Shop Floor Meetings: The Company hosts dedicated monthly forums where workers and management engage in direct dialogue. These meetings serve as a primary platform for airlifting grievances related to workplace conditions, safety, or fair treatment.
- Dedicated Quality and Safety Oversight: The Quality and Safety Head is empowered to take immediate corrective action upon receiving a grievance. This ensures that human rights issues such as workplace safety or harassment— are not just recorded but actively resolved with accountability.
- Whistleblower & Stakeholder Management Policies: The entity maintains a structured Stakeholder Management Policy that protects the identity of individuals reporting unethical practices or human rights violations, ensuring a “non-retaliation” culture.
- POSH Committee: In compliance with statutory requirements, a dedicated Prevention of Sexual Harassment (POSH) committee is active, providing a specialized and confidential mechanism for redressing gender-based grievances.
- Internal Training & Awareness: Regular training sessions are conducted to ensure that both management and workers understand their rights and the formal processes available for redressal, fostering a culture where “providing before they ask” is the baseline for welfare.
- Post-Incident Transparency: To build trust, the company informs employees of the causes and corrective actions taken following any significant incident or grievance resolution, ensuring the entire workforce understands that their rights are protected.
- The Company’s Vigil Mechanism/Whistle Blower Policy and Human Rights Policy can be accessed at the given link:
<https://stovekraft.com/storage/investors/pdf/NUcri4yv8ZyHbYDYsOLnumttOFz62cju3miyewYR.pdf>
<https://stovekraft.com/storage/investors/pdf/IZGNGiU20W4o58XRuARx0T8aJcx6Fqz4UU5ysGbv.pdf>

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

Category	FY 2025 -26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	None	NIL	NIL	None
Discrimination at workplace	NIL	NIL	None	NIL	NIL	None
Child Labour	NIL	NIL	None	NIL	NIL	None
Forced Labour/Involuntary Labour	NIL	NIL	None	NIL	NIL	None
Wages	NIL	NIL	None	NIL	NIL	None
Other human rights related issues	NIL	NIL	None	NIL	NIL	None

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

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

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

Stove Kraft Limited has institutionalized a series of safeguards to protect employees from retaliation and adverse consequences when reporting discrimination or harassment. These mechanisms are structured as follows:

1. Policy Framework for Protection

- Equal Opportunity Policy: This policy serves as the foundation for a workplace rooted in dignity and respect. It strictly prohibits retaliation, ensuring that any employee who reports a concern is protected from punitive actions or discriminatory treatment.
- POSH Policy (Sexual Harassment Prevention): Fully aligned with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, this framework provides a secure reporting environment for female employees. It includes specific legal and internal provisions to safeguard complainants against any professional or personal backlash.

2. Integrated Grievance Redressal Mechanism

To ensure the integrity of the reporting process, the Company employs the following protocols:

- Strict Confidentiality: The identity of the complainant and the details of the investigation are kept strictly confidential to prevent prejudice or social repercussions.
- Prompt & Transparent Investigation: Grievances are addressed through a time-bound and transparent procedure, ensuring accountability at every stage of the resolution process.
- Discreet Reporting Channels:
 - Strategic Complaint Boxes: Placed in accessible yet private locations to allow for discreet physical reporting.
 - Multilingual Centralized Emails: Designated digital channels accessible in English and regional languages to ensure all employees can communicate their concerns securely.

3. Awareness and Prevention

- Capacity Building: The Company conducts recurring POSH Workshops and sensitivity training. These sessions educate the workforce on their rights and the specific protections available to them, reinforcing a culture of “Zero Fear” when it comes to reporting misconduct.

Through these comprehensive initiatives, Stove Kraft reinforces its commitment to a “People-First” culture that prioritizes employee safety, statutory compliance, and ethical well-being.

The companies Equal Opportunity Policy can be accessed at the given link below:

<https://stovekraft.com/storage/investors/pdf/Dd5JKEQmPmhGJI1vrcll8EB6BSZUCUuo4BsbBLLI.pdf>

9. Human rights requirements forming part of your business agreements and contracts:

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

Yes, Stove Kraft Limited integrates human rights requirements into its business framework through mandatory contractual agreements and a robust internal “Compliance-First” culture. This is evidenced by the following:

- Vendor Code of Conduct: All business partners and vendors are required to sign a Code of Conduct that strictly prohibits child labour and forced labour, ensuring that human rights standards are upheld throughout the supply chain.
 - Adherence to Global Principles: The Company aligns its agreements with international frameworks, such as the IKEA IWAY Principles. These standards mandate the protection of labour rights, ensuring a safe and healthy working environment, and the prevention of any form of discrimination or harassment.
 - Ethical Governance: Every contract includes a mandatory zero-tolerance declaration regarding child labour. Furthermore, the Company’s “People-First” social mobility initiatives—such as transitioning shop-floor workers into management roles and providing housing for over 350 employees—demonstrate that human rights are not just a legal requirement but a core operational value.
 - Statutory Compliance: The Company maintains 100% adherence to all labour laws, including ESI and PF schemes, and undergoes regular audits to verify that no individuals under the legal working age are employed within its operations or value chain.
- The Company’s Human rights Policy and Suppliers code of conduct can be accessed at the given link:
<https://stovekraft.com/storage/investors/pdf/IZNGiU20W4o58XruARx0T8aJcx6Fqz4UU5ysGbv.pdf>
<https://stovekraft.com/storage/investors/pdf/85mZ7vMJeh0Sq5C6hgA3elc3NMIRBYIk3d56T4ku.pdf>

10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	-

*The assessment is conducted internally.

11. Corrective Actions to address significant risks / concerns arising from the assessments:

Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

There were no significant risk/concern that arose on its self-assessment and from the diligence of customers.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS:

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

Parameter	FY 2025 -26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
From renewable sources (GJ)		
Total electricity consumption (A)	37,461.70	36401.52
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	14,940 .00	16,560 .00
Total energy consumption (A+B+C)	52401.70	52,961.52
From non-renewable sources (GJ)		
Total electricity consumption (D)	76,356.78	53,652.63
Total fuel consumption (E)	1,235.48	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	77,592.26	53,652.63
Total energy consumed (A+B+C+D+E+F)	1,29,993.95	1,06,614.15
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000081	0.0000074
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP)*	0.00016	0.00015
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2026 and March 31, 2025, it is 20.34 and is 20.08 respectively.

** The figures of previous year have been revised as per guidelines issued in industry standards note issued by SEBI.

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

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

No, we have not identified any sites/facilities as Designated Consumers (DCs) under the PAT scheme of the Government of India.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	57436.67	56863
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	57436.67	56863
Total volume of water consumption (in kilolitres)	57436.67	56863
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000036	0.0000039
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	0.000073	0.000079
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2026 and March 31, 2025, it is 20.34 and is 20.08, respectively.

** The figures of previous year have been revised as per guidelines issued in industry standards note issued by SEBI.

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

No, independent assessment, evaluation, or assurance has been carried out by an external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	38,542.1 CETP	39804.1
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	38542.1	39804.1

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

5. Mechanism for Zero Liquid Discharge:

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

Yes, Stove Kraft Limited has implemented a sophisticated Zero Liquid Discharge (ZLD) mechanism. Rather than treating water as a waste product, the Company has developed a closed-loop system that integrates water recovery directly into its industrial and domestic operations.

Implementation and Coverage Details:

- Closed-Loop Infrastructure: The Company utilizes a 500 KL Sewage Treatment Plant (STP) and Effluent Treatment Plant (ETP) framework designed to recycle approximately 90% of all water used within the facility.

Strategic Repurposing (Industrial):

- STP Treated Water: Specifically redirected to the Cast Iron Plant, where it is used for industrial sand mixing.
- Gardening: Treated water is also used to maintain the green belts within the factory premises.

Domestic Circularity:

- RO-Rejected Water: Instead of being discharged, water rejected from the Reverse Osmosis (RO) units is systematically collected and repurposed for sanitary flushing across the establishment.
- Operational Synergy: This mechanism covers the primary manufacturing units (including the Bottle and Cast Iron plants) and the corporate office, ensuring that water consumption is minimized across the entire Harohalli campus.
- Monitoring: The efficiency of the discharge system and water quality is monitored annually in coordination with the Pollution Control Board (PCB) to ensure compliance with environmental safety standards.
- This “circular water loop” allows the entity to significantly reduce its dependence on fresh water sources while ensuring that minimal to no liquid waste leaves the site.

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

Parameter	Please specify unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	PPM	20.6	20.6
Sox	PPM	11.4	11.4
Particulate matter (PM)	Mg/NM3	34.5	34.5
Persistent organic pollutants (POP)	NIL	NIL	NIL
Volatile organic compounds (VOC)	NIL	NIL	NIL
Hazardous air pollutants (HAP)	NIL	NIL	NIL
Others – please specify	NIL	NIL	NIL

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	206.18	295.5
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	15101.67	9057.68
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent	0.00000095	0.00000065
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*		0.000019	0.000013
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2026 and March 31, 2025, it is 20.34 and is 20.08 respectively.

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

8. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	Stove Kraft Limited has implemented several strategic projects aimed at reducing Greenhouse Gas (GHG) emissions by transitioning to renewable energy, optimizing manufacturing efficiency, and modernizing its logistics. Key GHG Reduction Projects and Initiatives: - Renewable Energy Transition (Project 65 by 2030) - Solar & Wind Integration: The Company has transitioned a significant portion of its energy portfolio to renewables. Currently, 33% of total energy consumption (approximately 1 Crore units) is sourced from solar and wind assets. - Capacity Expansion: To further reduce Scope 2 emissions, the entity is expanding its on-site solar capabilities with an additional 1.7 MW solar plant, moving toward a long-term target of 65% renewable energy dependency by 2030. - High-Efficiency Technology: The installation of Mono PERC solar modules ensures higher energy conversion rates compared to traditional panels, maximizing carbon offset per square meter. - Manufacturing & Product Efficiency - BLDC Motor Adoption: The Company has replaced traditional induction motors in its fan segments with Brushless Direct Current (BLDC) motors, which consume significantly less electricity, thereby reducing the indirect carbon footprint associated with product usage. - Green Chemistry & Substitution: By replacing Sulfuric Acid with water-soluble, eco-friendly agents in the Bottle Plant, the entity has reduced the energy-intensive waste treatment processes typically required for hazardous chemical neutralisation. - Material Circularity: The annual recycling of 200 tonnes of aluminium drastically reduces the GHG emissions associated with the mining and smelting of virgin aluminium ores.
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3. Logistics and Fleet Electrification

- EV Transition: The Company is actively transitioning its internal and short-haul logistics to Electric Vehicles (EVs). By replacing 9 diesel forklifts with electric forklifts, the entity has directly cut its Scope 1 transport emissions, resulting in an estimated savings of 162 tons of CO2 per year.

4. Energy-Efficient Infrastructure

- Operational Modernization: The facility has replaced standard industrial fans and lighting with energy-efficient alternatives and utilizes energy-saving manufacturing technologies to lower the overall carbon intensity of its production lines.

Through these combined efforts in energy sourcing, material innovation, and logistical shifts, Stove Kraft is systematically lowering its carbon intensity in alignment with global ESG benchmarks.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	610	178
E-waste (B)	-	46.03
Bio-medical waste (C)	0.013	0.04
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	Process Wastes, Residues and Sludge - 23.8 MTA Spent Oil - 0.33 MTA Oil Soaked Cloths 22.3 MTA Empty barrels/Discarded Containers -54.7 MTA Chemical Sludge - 6.5 MTA	Paint sludge - 46.58 Buffing - 89.44 Waste Oil - 9.31 Oil Soaked Cloths - 2.24 ETP Sludge - 1.86
Other Non-hazardous waste generated (H). Please specify, if any - General waste	243.61	276.41
Total (A+ B + C + D + E + F + G + H)	961.25	649.91
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000060	0.000000045
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000012	0.00000090
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	610	178
(ii) Re-used	-	-
(iii) Other recovery operations	-	46.03
Total	610.31	224.03
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	351.26	425.88
Total	351.26	425.88

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

10. Waste management practices adopted in the establishment:

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

- Stove Kraft Limited has adopted a “Compliance-First” approach to waste and chemical management, shifting from traditional industrial disposal to a circular economy model.
- 1. Waste Management Practices
 - The Company’s strategy focuses on resource recovery and minimizing landfill contributions.
 - Aluminium Recycling: Approximately 200 tonnes of aluminium is recycled and reintegrated into the manufacturing process annually, significantly reducing the need for virgin ore.
 - Resource Circularity (Water): Through a Near-Zero Liquid Discharge system, the company repurposes RO-rejected water for flushing and STP-treated water for industrial sand mixing in the cast iron plant.
 - Sustainable Packaging: To reduce non-biodegradable waste, the Company has replaced thermocol with honeycomb packing and transitioned to decomposable covers and pulp-based packaging for high-end products.
 - Extended Producer Responsibility (EPR): As a registered “Brand Owner,” the Company manages its post-consumer plastic and electronic waste by buying back recycling credits to offset the lifecycle impact of every appliance sold.
- 2. Reduction of Hazardous and Toxic Chemicals
 - Stovekraft actively employs a “Green Chemistry” strategy to eliminate toxic substances from its products and manufacturing lines.
 - Process Substitution: In the Bottle Plant, the Company successfully replaced Sulfuric Acid with water-soluble, eco-friendly cleaning agents, eliminating a major source of hazardous chemical waste.
 - Product Innovation: In response to health and environmental concerns regarding PTFE (Teflon), the R&D team has transitioned to fully ceramic coatings and developed “Cera-Steel” hybrid materials, which are non-toxic and health-conscious.
 - Compliance Frameworks: The Company adheres to global standards such as the IKEA IWAY Principles, which mandate the strict control and phased reduction of hazardous chemicals in the supply chain.
- 3. Management of Hazardous Waste
 - For remaining hazardous materials that cannot be eliminated:

Authorized Disposal: All hazardous waste is segregated at the source and disposed of through Pollution Control Board (PCB) authorized vendors to ensure environmentally sound treatment.
 - Monitoring: Annual emission and waste discharge monitoring is conducted by the PCB to ensure all processes remain within safe statutory limits.

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

S. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-

* The company does not have any operations/offices in/around ecologically sensitive areas

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

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-	-

* Not Applicable, as the Company's units are not located in Eco-logically sensitive areas.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-

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

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS:

1 A) Affiliations with trade and industry chambers/ associations:

Number of affiliations with trade and industry chambers/ associations.

Stove Kraft Limited has affiliations with 1 industry chambers/ associations

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Harohalli Industrial Association	State

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

Name of authority	Brief of the case	Corrective action taken
-	-	-

*The Company has not engaged in any anti-competitive conduct and has not received any adverse orders from any of the regulatory authorities.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT
ESSENTIAL INDICATORS:

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

* This section is not applicable to the Company.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-	-	-	-	-	-	-

* This section is not applicable to the Company.

3. Community redressal mechanism:

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

Stove Kraft is committed to fostering a culture of transparency and accountability. We have established robust channels to ensure that community concerns are not only heard but resolved with speed and fairness. Our framework is built upon four primary pillars:

1. Accessible Reporting Channels

To ensure no voice goes unheard, we provide multiple avenues for filing complaints:

- Localized Physical Access: We maintain strategically placed complaint boxes across our operational areas, allowing for easy and, if preferred, anonymous submissions.
- Digital Connectivity: Dedicated email portals are available for formal grievances. To ensure inclusivity, these channels support communication in both English and local vernacular languages.

2. A Structured Redressal Workflow

Our resolution process is designed to be both rigorous and empathetic:

- Systematic Investigation: Every grievance triggers a predefined investigative protocol to ensure thoroughness and timely closure.
- Whistleblower Safeguards: We prioritize the confidentiality and protection of the complainant. Our policies strictly prohibit any form of retaliation or adverse repercussions against individuals who raise concerns in good faith.

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

We believe that a grievance system is only effective if the community knows how to use it:

- **Capacity Building:** We conduct regular workshops and training sessions to sensitize stakeholders on their rights and the specific steps required to seek support.
- **Feedback Loops:** We treat the community as a partner in our growth, actively seeking their input to refine and improve our redressal infrastructure continuously.

4. Policy-Driven Resolution

Our approach to community welfare is anchored in our core corporate values:

- **Equity and Inclusion:** Our commitment to Equal Opportunity ensures that every grievance is handled without bias, regardless of the individual's background.
- **Sustainable Impact:** By aligning our grievance mechanisms with our broader environmental and social sustainability goals, we ensure that our operational footprint remains a net positive for the communities we serve.

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

Category	FY 2025-2026 (Current Financial Year) %	FY 2024-2025 (Previous Financial Year) %
Directly sourced from MSMEs/ small producers	42%	48%
Sourced directly from within India	76%	79%

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

Location	FY 2025-2026 (Current Financial Year) %	FY 2024-2025 (Previous Financial Year) %*
Rural	61%	66%
Semi- Urban	3%	23%
Urban	-	-
Metropolitan	36%	11%

* The figures have been restated.

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

The Company's commitment to engaging with and providing value to our consumers in a responsible manner is an essential part of our business strategy. We believe that by doing so, we can build trust and loyalty with our customers and contribute to a sustainable future for all.

As a responsible business, we recognize the importance of engaging with and providing value to our consumers in a responsible manner. We aim to ensure that our products and services meet the needs of our customers while minimizing any negative impacts on society and the environment.

To achieve this, we strive to understand the needs and preferences of our customers and engage with them through various channels to provide the best possible experience. We also aim to provide accurate and transparent information about our products and services, including their safety, quality, and environmental impact.

We believe in responsible marketing practices and avoid any form of deceptive advertising or promotion. Our pricing policies are fair and transparent, and we do not engage in any anti-competitive behaviour.

ESSENTIAL INDICATORS:

1. Consumer Complaints and feedback:

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

Stove Kraft has established a highly structured, multi-tier ecosystem to manage consumer complaints and feedback, ensuring that issues are captured from diverse touchpoints and resolved through a standardized technical workflow.

Based on the Company's internal protocols and infrastructure, the following mechanisms are in place:

1. Multi-Channel Access Points: The company provides several "Inbound Infrastructure" gateways to ensure customers can reach support easily.
 - Centralized Helpline: A single Tata PRI (Primary Rate Interface) number acts as a centralized gateway to route calls across support centers. Key numbers include +91 63649 14202 (Pigeon/WhatsApp) and +91 96062 90202 (Black+Decker).
 - Digital & Social Presence: Complaints are actively monitored on Instagram, Facebook, and LinkedIn. A dedicated email desk manages queries via customercare@stovekraft.com using a centralized dashboard.
 - Packaging & Offline Ads: Contact details are prominently displayed on all product packaging, warranty cards, and newspaper advertisements.

2. Standardized Complaint Management (CRM): Every complaint follows a rigorous digital lifecycle within the company's Customer Relationship Management (CRM) system.

Ticket Generation: Once logged, a ticket is automatically raised with a brand-specific prefix (PIG for Pigeon, BND for Black & Decker, GIL for Gilma) or ENQ for general inquiries.

Assignment & Notifications: Tickets are automatically assigned to service providers based on the customer's pin code. Technicians receive real-time notifications via WhatsApp.

Integrity Protocol (OTP Closure): A unique safety feature ensures that a ticket remains "Open" until the customer provides an OTP to the technician. This OTP is only shared once the customer is satisfied with the resolution.

3. Geographical Service Benchmarks (Turnaround Time - TAT)

To ensure predictable and reliable support, the Company categorizes service regions into three tiers with defined resolution timelines:

Category	Coverage Area	Resolution TAT
Class A	Metros, Mini-Metros, and State Capitals	Max 2 Days
Class B	Urban Areas and Major Towns	0 - 3 Days
Class C	Rural Areas (Population < 25,000)	0 - 5 Days

Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
4. Advanced Feedback and Quality Control

The Company utilizes consumer complaint data as a strategic driver for manufacturing and R&D improvements:

- Voice of Customer (VOC) Analysis: On a quarterly basis, a 3-level data correlation is performed, analysing total complaints as a percentage of units sold.
- Threshold Monitoring: Any product model exceeding a 2.5% complaint rate is classified as “High Concern.” The organizational benchmark is to maintain a complaint rate below 1%.
- Agile R&D Intervention: Based on “Top 4 failing parts” intelligence, identified design or component flaws are assigned a strict one-month resolution window for the R&D team to implement corrections.

5. Escalation and Specialized Consumer Support

Stovekraft employs a layered support strategy to resolve issues efficiently and empathetically:

- Technical First-Response: Support teams are trained in remote troubleshooting (eg, resolving E0 induction errors via telephone) to provide immediate solutions without requiring physical transit.
- Emotional Intelligence (EQ) Routing: Complex or sensitive grievances are escalated to senior agents with specialized EQ training or directly to Team Leaders (TLs) for high-touch resolution.
- Operational Continuity (Standby Support): For essential appliances requiring extended repair times, the Company provides standby products to minimize disruption to the consumer’s daily household activities.

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

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

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	None	NIL	NIL	None
Advertising	NIL	NIL	None	NIL	NIL	None
Cyber-security	NIL	NIL	None	NIL	NIL	None
Delivery of essential services	NIL	NIL	None	NIL	NIL	None
Restrictive Trade Practices	NIL	NIL	None	NIL	NIL	None
Unfair Trade Practices	NIL	NIL	None	NIL	NIL	None
Other	786,997	12,211	All complaints received during this financial year were related to general concerns, and the same has been promptly resolved them with utmost priority	7,12,994	13,484	All complaints received during this financial year were related to general concerns, and the same has been promptly resolved them with utmost priority

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	None
Forced recalls	Nil	None

5. Cyber security policy:

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

- Stove Kraft Limited has implemented a comprehensive Cyber Security and Data Privacy Policy that serves as a formal framework for protecting its digital infrastructure and information assets. The policy adopts a risk-based approach by classifying data into High, Medium, and Low-risk categories. High-risk information, such as financial, payroll, and biometric data, is subject to the most stringent controls, including mandatory encryption during transmission. This framework is not limited to internal operations but extends its scope to all employees, vendors, interns, and business partners, ensuring that any third party with access to sensitive information adheres to the Company's privacy principles.
- To mitigate cyber threats, the entity utilizes a multi-layered defense strategy centered on strict access control and continuous monitoring. Access to networks and servers requires individual authentication through strong passwords or biometrics, while default passwords must be changed immediately upon system installation. The IT department is mandated to conduct regular security reviews of firewalls, routers, and servers, supplemented by active intrusion detection systems and licensed, up-to-date anti-virus software. By integrating frequent log reviews and standardized data backup protocols, Stovekraft maintains a resilient security posture designed to detect, report, and resolve unauthorized access or system vulnerabilities promptly.

The policy can be accessed at the given link:

<https://stovekraft.com/storage/investors/pdf/4acoGL6IUCVbzfZl7J0BXsLy7y7iGl2EFevXey3q.pdf>

6. Corrective Actions:

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

There were no instances of problems related to advertising, delivery of essential services, cyber security, and data privacy of customers, as well as no re-occurrence of product recalls, and no penalties or actions taken by regulatory authorities regarding the safety of the company's products or services.

7. Provide the following information relating to data breaches:

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