

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

1) 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	2024-25 (April 1, 2024 to March 31, 2025)
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11.	Paid-up capital as on 31 March 2025	INR 33,07,58,260/- (Divided into 3,30,75,826 equity shares of ₹ 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	None
15.	Type of assessment or assurance obtained	Not Applicable

2) 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, etc. activities	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%

3. 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?	11.4%
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c) Type of Customers

A brief on types of customers	<ul style="list-style-type: none"> Business-to-Business (B2B) retail model In the B2B model, Stove Kraft collaborates with organizations and businesses that require kitchen appliances on a larger scale. Retail Chains: Partnerships with Walmart and IKEA are prime examples of our ability to cater to global retail businesses. Business-to-Consumer (B2C) retail model Stove Kraft, B2C (business-to-consumer) customers are individual consumers who purchase kitchen appliances for personal use. These customers are typically looking for reliable, durable, and efficient cooking products. E- Commerce Stove Kraft has effectively utilized major e-commerce platforms like Amazon India, Amazon Global, Flipkart, Snapdeal, and regional online marketplaces to expand its reach and cater to the growing online shopping trend. This approach has allowed the company to enhance its visibility, access a wider consumer base, and meet the demand for its kitchen appliances in both domestic and international markets. <ul style="list-style-type: none"> The company has distribution reach to over 66,560 retail outlets, which is facilitated by its distribution network consisting of 8 C&F (Clearing and Forwarding) agents and over 600 distributors. In addition, the Company's export operations are supported by a dedicated network of 12 distributors, which enables it to expand its reach beyond domestic markets and tap into new opportunities in international markets.
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4. 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)	1028	893	87%	135	13%
	Other than Permanent (E)	0	0	0	0	0
	Total employees (D + E)	1028	893	87%	135	13%
Workers						
	Permanent (F)	4375	1267	29%	3108	71%
	Other than Permanent (G)	501	418	83%	83	17%
	Total workers (F + G)	4876	1685	35%	3191	65%

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)	3	3	100%	-	-
	Other than Permanent (E)	-	-	-	-	-
	Total employees (D + E)	3	3	100%	-	-
Differently Abled Workers						
	Permanent (F)	11	7	64%	4	36%
	Other than Permanent (G)	-	-	-	-	-
	Total workers (F + G)	11	7	64%	4	36%

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, Whole-time Director, Company Secretary and Chief Financial officer.

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27%	18%	23%	31%	22%	28%	27%	45%	31%
Permanent Workers	42%	56%	49%	60%	92%	69%	47%	24%	33%

5. 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, 2025.

6. 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 ₹)	14,498,170,000
3.	Net worth (in ₹)	4,708,350,000

7. 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 2024-25 (Current Financial Year)			FY 2023-24 (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	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	7,12,994	13,484	Most of the complaints received during this financial year were promptly resolved with utmost priority	7,07,571	4,403	Most of the complaints received during this financial year were promptly resolved with utmost priority
Value Chain Partners	Yes	-	-	-	-	-	-

* 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/wp-content/uploads/2023/05/Stakeholder-Management-Policy.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	The implementation of solar rooftop systems at the Bengaluru factory, which generates up to 50% of annual energy needs from renewable sources, showcases the Company's commitment to sustainable practices. This reduces reliance on non-renewable energy. Additionally, the transition to LED lighting across facilities enhances energy efficiency, resulting in lower electricity consumption and operational expenses. By conducting regular audits and monitoring energy usage, Stove Kraft identifies inefficiencies and continuously improves its processes. These measures help the company mitigate energy-related risks, reduce its carbon footprint, and align with global sustainability standards.	-	Positive The financial implications of Stove Kraft's energy management initiatives are multifaceted. On one hand, the adoption of solar rooftop systems represents a significant capital investment aimed at reducing dependency on non-renewable energy sources. This expenditure, however, is offset by long-term cost savings from decreased electricity bills and improved energy efficiency. Transitioning to LED lighting and optimizing manufacturing processes further contribute to operational cost reductions. Regular audits and tracking of energy consumption help pinpoint inefficiencies, fostering continuous improvement that aligns with sustainability goals.
2.	Water and Wastewater management	Risk	Inadequate management of water and wastewater can interfere with manufacturing operations. Mishandling wastewater can lead to increased disposal costs and difficulties in complying with regulatory requirements.	Stove Kraft embraces sustainable water management through rainwater harvesting, water reuse, and regular risk assessments to combat water scarcity. Domestic water is treated with a Solar Photovoltaic (SPV) system for gardening, while manufacturing water is processed via an Effluent Treatment Plant (ETP) for cooling operations. A 500 KL Sewage Treatment Plant (STP) is underway to recycle 90% of water, minimizing fresh water usage. These efforts underscore the company's dedication to environmental sustainability and resource efficiency.	Positive: By implementing efficient water management practices, Stove Kraft has reduced operational costs associated with water consumption and wastewater treatment. Recycling and reusing of water has lowered expenses and minimized dependency on external water sources. Additionally, adopting advanced wastewater treatment technologies has helped Stove Kraft to comply with environmental regulations, avoiding potential fines and penalties.

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	Risk	Ignoring human rights within the Company or its supply chain can lead to labour exploitation, damage to the company's reputation, and may provoke negative consumer reactions. This neglect may also result in legal consequences, harmful media coverage, and difficulties in attracting and retaining a diverse, skilled workforce.	Stove Kraft has put in place a human rights policy that reflects its commitment to safeguarding human rights and preventing violations. The company also provides training to employees to enhance their awareness of human rights issues and promote best practices.	Positive By fostering ethical labour practices and ensuring safe working conditions, the company can enhance employee satisfaction and productivity, reducing turnover and associated recruitment costs. Moreover, compliance with human rights standards minimizes the risk of legal penalties and operational disruptions, ensuring smooth business operations.
4.	Health & Safety	Risk & Opportunity	Opportunity Health and safety present both opportunities and risks for Stove Kraft. On the opportunity side, prioritizing employee well-being boosts productivity, morale, and workplace culture. Compliance with standards can open new markets and partnerships, driving growth. Risk: On the risk side, 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.

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)
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.		<p>Positive</p> <p>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.</p> <p>Overall, customer education and awareness contribute to long-term financial growth and stability by fostering deeper connections with the target audience.</p>
6.	Data Security Risk		The manufacturing 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.	<p>Positive</p> <p>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.</p>

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)
7.	Product Quality & Safety	Opportunity	Stove Kraft ensures good quality through rigorous testing and inspection at all production stages. Non-compliant items are promptly scrapped, maintaining product integrity. The company adheres to Bureau of Indian Standards (BIS) regulations, conducts hourly surveillance, monitors key process parameters, and performs random sampling to ensure consistency. Transparency is upheld by displaying chemical information on packaging. Additionally, Stove Kraft gathers customer feedback, conducts market research, and aligns with industry standards to meet evolving expectations.	-	Positive By maintaining rigorous quality control systems and adhering to safety standards, the Company enhances customer trust and satisfaction, leading to increased sales and repeat business. High-quality products also reduce the likelihood of returns, replacements, or warranty claims, thereby lowering operational costs. Additionally, compliance with safety regulations minimizes the risk of legal penalties and reputational damage, ensuring smooth business operations.
8.	Material Sourcing and Efficiency	Opportunity	Stove Kraft optimizes material sourcing by collaborating with manufacturers, conducting R&D safety checks, and rigorously assessing vendors through audits, factory visits, and performance scoring. Its Bengaluru and Baddi facilities employ backward integration and advanced technologies like automated roller coating lines, reducing third-party dependency and boosting efficiency. These initiatives, paired with robust quality control, enable the company to deliver cost-effective, innovative products while maximizing resources and minimizing waste.	-	Positive Efficient material sourcing and manufacturing processes have significant financial implications for Stove Kraft. By engaging directly with manufacturers and maintaining rigorous assessments, audits, and certifications, the company reduces procurement costs and ensures consistent quality. Backward integration in its manufacturing facilities minimizes dependency on third-party suppliers, leading to cost savings and streamlined operations.

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.

Sl. 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://stove Kraft.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.								

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.							
		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.								
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 and thereby reducing its reliance on non-renewable energy sources.							P6
		Social:								
		2	To prioritize the development and well-being of its employees							P3
		3	To take up community engagement programmes by making a positive impact on society and environment							P4
		Governance:								
		4	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

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9						
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p>In response to all the specific commitment goals set by the Company in financial year 2024-25 we're pleased to provide an overview of our performance:</p> <p>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.</p> <p>Performance Overview:</p> <table><tr><th>Goal</th><th>Performance</th></tr><tr><td rowspan="2">Environment</td><td><p>To achieve 65% of energy consumption through renewable sources by installing solar panels and thereby reducing its reliance on non-renewable energy sources</p><ul style="list-style-type: none">Stove Kraft has successfully installed rooftop solar panels at its Bengaluru factory, equipped with high-efficiency Mono PERC Modules. The Company also has a wind turbineThese renewable sources generated more than 14.7 million units of clean energy annually, reducing reliance on non-renewable energy sources and lowering carbon emissions by an estimated 7,356 metric tons.Utilized previously unutilized roof space, optimizing operational efficiency.</td></tr><tr><td><p>To prioritize employee development and well-being through training programs and initiatives.</p><p>To take up community engagement programmes by making a positive impact on society and environment</p></td><td><ul style="list-style-type: none">Stove kraft has successfully met its goal of prioritizing employee development and well-being through a series of impactful training programs and performance initiatives:Performance Incentives: Financial rewards tied to target achievement have effectively motivated high performance across the workforce.Kaizen Culture: The Kaizen initiative has empowered employees to contribute ideas for continuous improvement. Every idea is recognized, and those implemented receive additional rewards—fostering a culture of innovation and ownership.Skill Enhancement: Comprehensive Excel training, covering both basic and advanced levels, has strengthened employees' data-handling capabilities.Operational Efficiency: Training on the SAP Warehouse Management System has streamlined warehouse operations and improved overall efficiency.Broad Training Reach: With five training batches completed, approximately 200 workers have been successfully upskilled, demonstrating the organization's commitment to inclusive development.Together, these initiatives reflect a well-rounded approach to employee growth, engagement, and operational excellence—clearly fulfilling the goal of enhancing employee development and well-being.The company has replaced thermocol with honeycomb packing in most cases. However, some high-end goods still require thermocol cushioning, and they are actively working on finding an alternative.The Company also adopted the use of biodegradable plastics, further showcasing its commitment to sustainable practices.</td></tr></table>									Goal	Performance	Environment	<p>To achieve 65% of energy consumption through renewable sources by installing solar panels and thereby reducing its reliance on non-renewable energy sources</p> <ul style="list-style-type: none">Stove Kraft has successfully installed rooftop solar panels at its Bengaluru factory, equipped with high-efficiency Mono PERC Modules. 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6.		<p>To Obtain ISO 14000 for Environmental Management System and ISO 45000 for Occupational Health and Safety Management System.</p>	<ul style="list-style-type: none">These certifications have not yet been achieved but remain key targets for the company. Stove Kraft is actively working toward obtaining these certifications, showcasing its ongoing commitment to governance excellence.	<p>While Stove Kraft has made significant strides in meeting its environmental and social goals, there is room for improvement in achieving governance targets like ISO 14000 and ISO 45000 certifications. The company continues to demonstrate its dedication to sustainability and well-being, with robust plans to overcome challenges and fulfill its commitments in alignment with its broader goals.</p>												

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																
Governance, leadership and oversight																										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>At Stove Kraft, we remain steadfast in our commitment to Environmental, Social, and Governance (ESG) principles as we continue to grow and innovate. However, this journey is not without its challenges. Addressing environmental sustainability while maintaining operational efficiency, meeting evolving compliance standards, and fostering inclusivity remain key hurdles. Minimizing resource consumption and creating a culture that prioritizes employee well-being and community engagement are focal areas in our strategy.</p> <p>Despite these challenges, we are proud to share remarkable achievements over the past year. To enhance energy efficiency, traditional fans have been replaced with BLDC (Brushless Direct Current) motors, and we have shifted from hazardous PTFE-coated cookware to safe and health-conscious ceramic coatings. We have also transitioned from aluminium to reprocessed materials, promoting sustainability and reducing environmental impact. We are also in the process of establishment of a 500 KL Sewage Treatment Plant (STP), which will recycle 90% of the water used in operations, significantly contributing to sustainability efforts. Additionally, sustainable water management practices like rainwater harvesting and recycling have enabled us to reduce water consumption, while energy-efficient manufacturing technologies have helped lower our carbon footprint.</p> <p>On the social front, our regular training programs, employee safety initiatives, and community outreach projects reflect our commitment to creating a positive impact on lives. A strong focus on inclusivity is demonstrated by our Factory workforce composition, which has a female-to-male ratio of 3:1, showcasing excellent representation of women across the organization.</p> <p>We also aim to further reduce waste, enhance the use of renewable energy, and promote diversity across our workforce. These targets are integral to building a sustainable future and delivering value to all our stakeholders.</p> <p>At Stove Kraft, we firmly believe that sustainability is a continuous journey, not a destination. We are dedicated to improving our practices, embracing innovation, and aligning with global ESG goals to remain a responsible and forward-thinking organization.</p> <p>Mr. Rajendra Gandhi, Managing Director. (DIN: 01646143)</p>																								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>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:</p> <table><thead><tr><th>Name</th><th>Designation and position held</th></tr></thead><tbody><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. Ramakrishna Pendyala</td><td>Member</td></tr></tbody></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. Ramakrishna Pendyala	Member
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Mr. Anup Sanmukh Shah DIN: 00317300	Member																									
Mr. Ramakrishna Pendyala	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	<p>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.</p>																								

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

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									Yearly				
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes,	we comply	with	statutory	requirements									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. All the principles under the BRSR are duly covered under the enlisted policies.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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

A) ESSENTIAL INDICATORS:

- 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 has provided Familiarisation programme for Board of Directors and KMP	100%
Key Managerial Personnel	1	The Company has provided Familiarisation programme for Board of Directors and KMP	100%
Employees other than BOD and KMPs	4	<ul style="list-style-type: none"> Safety Training: Workers received comprehensive safety training covering workplace hazards, proper use of personal protective equipment (PPE), and emergency procedures to ensure a safe working environment. POSH (Prevention of Sexual Harassment): Workers were educated on preventing and addressing sexual harassment through interactive sessions, case studies, and role-playing scenarios to ensure a harassment-free workplace. Fire Mock Drill: Workers practiced fire evacuation procedures, proper use of fire extinguishers, and performed headcounts at assembly points during practical drills to prepare for fire emergencies. Threat Awareness: Workers were trained to identify and respond to various threats, including physical, cyber, and environmental, through scenario-based exercises and workshops to enhance workplace security. 	60%
Workers	4		100%

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

(Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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		During the financial year 2024-25, there were no fines/penalties/punishment/award/ compounding fees/ settlement amount paid in proceedings (by the Entity or by Directors/KMP's) with regulators/ law enforcement agencies/ judicial institutions.			
Settlement					
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		During the financial year 2024-25, there were no non-monetary measures.			
Punishment					

- a. 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	NA

3. 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.	<ul style="list-style-type: none"> Stove Kraft Limited has a comprehensive anti-corruption and anti-bribery policy that underscores its commitment to conducting business with integrity, transparency, and ethical practices. The policy applies to all individuals engaged in business activities on behalf of the Company, including directors, employees, agents, and contractors. It prohibits bribery, kickbacks, facilitation payments, unethical practices, and gifts or hospitality that may influence decisions. Stove Kraft ensures compliance through regular employee training, confidential reporting mechanisms under the Whistle Blower Policy, and strict record-keeping of transactions for transparency. Violations of the policy result in disciplinary measures, including termination and potential legal action, reinforcing the company's dedication to ethical conduct and accountability. <p>The weblink to access the policy is https://stoveKraft.com/wp-content/uploads/2023/05/Anti-Corruption-and-Anti-Bribery-Policy.pdf</p>
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4. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (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

6. 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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7. Number of days of account payable ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts Payables	107	104

8. 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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	100%	100%
	b. Number of Trading houses where purchases are made from	556	873
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	30%	32%
Concentration of Sales	a. Sale to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	3519	3332
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	57%	54%
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

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.

A) 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 2024-25 (Current Financial Year)	FY 2023-24 (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:

Does the entity have procedures in place for sustainable sourcing? (Yes/No)	<p>Yes, Stove Kraft has procedures in place for sustainable sourcing. The company demonstrates its commitment to responsible procurement through the following measures:</p> <ol style="list-style-type: none"> 1. Direct Engagement with Manufacturers: Streamlines the procurement process by working directly with manufacturers to ensure efficiency and reliability. 2. Clear Specifications: Specific requirements are communicated to manufacturers, ensuring products align with the company's quality and sustainability standards. 3. R&D and Safety Checks: The research and development team conducts thorough safety evaluations to ensure compliance with protocols and minimize risks. 4. Vendor/Supplier Assessment: Rigorous assessments of vendors and suppliers are carried out to verify their capabilities and reliability, ensuring alignment with sustainability goals. 5. Factory Visits and Audits: Regular factory visits and audits focus on delivery timelines, product quality, and adherence to standards. 6. Performance Scoring: Vendors and suppliers are scored based on their ability to consistently meet required standards, promoting accountability and performance improvement. 7. Technical Specifications and Certification: Vendors are required to adhere to technical specifications and provide grade and test certificates, ensuring compliance with sustainable practices. <p>These procedures highlight Stove Kraft's systematic approach to sustainable sourcing, reinforcing its commitment to environmental and social responsibility.</p>
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.

Stove Kraft 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

- Plastic - In-house plastic waste is categorized, processed, turned into granules, and reused. Excess plastic is forwarded to an authorized vendor for recycling and repurposing. The plastic waste generated across the country from product sales is registered on the CPCB portal for Extended Producer Responsibility (EPR), ensuring full adherence to CPCB guidelines.
- E-waste - In-house e-waste is sorted and dispatched to an authorized vendor for recycling and disposal in line with CPCB regulations. E-waste generated nationwide from product sales is registered on the CPCB portal for Extended Producer Responsibility (EPR), ensuring full compliance with CPCB standards.
- Hazardous waste - The company identifies hazardous waste according to its characteristics, handles it with care, and transports it to licensed facilities for proper treatment and disposal.
- Other waste - An efficient collection system has been implemented to gather, sort, and clean waste by eliminating contaminants, followed by reprocessing for recycling or reuse in other products or packaging. Excess waste is sent to an authorized vendor for recycling and repurposing, in compliance with state pollution control board regulations.

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.

Yes, Extended Producer Responsibility (EPR) is applicable to Stove Kraft's operations, and the waste collection plan is in accordance with the EPR framework submitted to the Pollution Control Board.

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.

A) 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	893	867	97%	867	97%	0	0	0	0	0	0
Female	135	127	94%	135	100%	135	100%	0	0	135	100%
Total	1028	994	97%	1002	97%	135	13%	0	0	135	13%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

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 workers											
Male	1267	1201	95%	1201	95%	0	0	0	0	0	0
Female	3108	3077	99%	3077	99%	3108	100%	0	0	3108	100%
Total	4375	4278	98%	4278	98%	3108	71%	0	0	3108	71%
Other than Permanent workers											
Male	418	382	91%	382	91%	0	0%	0	0	0	0%
Female	83	65	78%	65	78%	83	100%	0	0	83	100%
Total	501	447	89%	447	89%	83	17%	0	0	83	17%

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.40%	0.35%

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	54%	97%	YES	47%	96%	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.	Stove Kraft is actively working on establishing accessibility provisions for employees and workers with disabilities. We are dedicated to making the required adjustments to our manufacturing plant in accordance with the Rights of Persons with Disabilities Act 2016.
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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.	<p>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.</p> <ul style="list-style-type: none"> The company is committed to ensuring equal opportunities for all employees, regardless of protected characteristics such as race, gender, or disability. Discrimination in any area of employment, including recruitment, promotion, and termination, is strictly prohibited. Harassment or any form of discrimination will not be tolerated, and the company will provide reasonable accommodations for employees with disabilities. The Human Resources Department will regularly review the policy to ensure its effectiveness, and employees are encouraged to report any incidents of discrimination or harassment without fear of retaliation. The company strives to create a diverse and inclusive workplace that enhances employee productivity and success. The policy can be accessed via the following link https://stoveKraft.com/wp-content/uploads/2023/05/Equal-Opportunity-Policy.pdf
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5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Gender	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female*	-	-	100	100
Total	NA	NA	NA	NA

*Note: During FY 2024-25, 2 employees took maternity leave and are yet to return to work. In FY 2023-24, 6 employees took maternity leave and all 6 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	-

*Our company has established various internal systems to provide employees with multiple channels to raise concerns or grievances. These include a Whistle Blower Policy and a POSH (Prevention of Sexual Harassment) Internal Committee, among others. Additionally, we have a walk-in system that enables employees to approach their line manager, plant head, or the highest authority, promoting transparency, open communication, feedback, and discussion. This fosters an environment where issues can be addressed swiftly and proactively. The system also ensures that employees can raise human rights concerns confidentially. Complaints are investigated by the designated focal point (Mrs. Saraswathi, Assistant Manager, HR & Welfare), and if necessary, the Human Resources Head is involved to take the appropriate remedial action.

Our Whistle Blower Policy aims to foster a culture where employees feel safe to report any significant deviations from key management policies, as well as non-compliance or misconduct, including unethical behaviour, fraud, legal violations, or inappropriate conduct. The policy ensures direct access to the Chairman, MD and, in exceptional cases, the Chairman of the Audit Committee, allowing employees to raise concerns without fear of retaliation.

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

<https://stove Kraft.com/wp-content/uploads/2023/08/Whistle-Blower-Policy-2023.pdf>

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	1028	-	-	1499	-	-
Male	893	-	-	1009	-	-
Female	135	-	-	490	-	-
Total Permanent Workers	4375	-	-	4227	-	-
Male	1267	-	-	1261	-	-
Female	3108	-	-	2966	-	-

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (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	893	893	100%	867	97%	1009	-	-	-	-
Female	135	135	100%	127	94%	490	-	-	-	-
Total	1028	1028	100%	994	97%	1499	-	-	-	-
Workers										
Male	1267	1267	100%	1201	95%	1261	1261	100	1261	100%
Female	3108	3108	100%	3077	99%	2966	2966	100%	2966	100%
Total	4375	4375	100%	4278	98%	4227	4227	100%	4227	100%

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	893	893	100%	1009	757	75%
Female	135	135	100%	490	325	66%
Total	1028	1028	100%	1499	1082	72%
Workers						
Male	1267	1267	100%	1261	1261	100%
Female	3108	3108	100%	2966	2966	100%
Total	4375	4375	100%	4227	4227	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 of such system?	<p>Yes, Stove Kraft has implemented an occupational health and safety management system.</p> <ul style="list-style-type: none"> At Stove Kraft we understand the critical importance of safeguarding the health and well-being of our employees and workers, particularly given the nature of our industry. To support this, we have put in place a comprehensive Health and Safety Policy, supported by effective processes. Additionally, the Company organizes regular workshops and training programs for workers, focusing on crucial areas such as safety, prevention of sexual harassment (POSH), and disaster preparedness. These initiatives are designed to raise awareness and nurture a culture of safety and well-being within the workplace.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<ul style="list-style-type: none"> As part of Stove Kraft's safety protocols, all work-related hazards associated with routine activities are thoroughly identified and assessed through regular inspections by the Plant Head, Safety Head, and periodic maintenance of machines by the maintenance team. In addition, daily safety checks are conducted by the maintenance team, along with safety talks for shift workers. This structured approach allows us to proactively identify potential hazards and assess the associated risks. Based on these assessments, appropriate control measures are implemented to mitigate or eliminate the identified hazards.

S.no	Particulars	Response
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>Yes, At Stove Kraft, we have established robust procedures for reporting work-related hazards to supervisors, designated quality personnel, and the Safety Head. These procedures include both formal reporting channels, such as incident reports, and informal ones, such as verbal communication.</p> <ul style="list-style-type: none"> We understand the importance of providing multiple avenues for workers to report hazards, ensuring that all incidents large or small are communicated promptly and addressed appropriately. It is clearly communicated to all workers that if they notice any 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. Furthermore, we prioritize training to ensure our workers can effectively identify and report hazards in their work environment. Internal safety staff conduct regular training sessions to ensure our workers are well-equipped with the knowledge to identify and report potential hazards. Our commitment to safety extends beyond merely implementing reporting systems. In the event of an incident, the Quality and Safety Head takes immediate action to resolve the situation, and all employees are quickly informed about the incident, including its cause, reasons, and corrective actions taken. This ensures that all workers are fully aware of the incident and can take the necessary precautions to prevent similar incidents from occurring in the future.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	<p>Yes, Stove Kraft employees and workers have access to non-occupational medical and healthcare services. These initiatives reflect the company's commitment to employee well-being, ensuring access to medical care beyond workplace-related health needs</p> <ul style="list-style-type: none"> As part of our commitment to safety and wellness, we provide on-site access to medical consultation services for both occupational and non-occupational health concerns. In addition, we conduct annual health check-ups for all employees and workers to proactively address any potential health issues, regardless of whether they are work-related. To further enhance the well-being of our workforce, we have secured third-party and general insurance coverage. This comprehensive approach underscores our dedication to maintaining a healthy and secure work environment for all.

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

Safety Incident/Number	Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.211	0.351
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 has implemented various measures to ensure a safe and healthy workplace, employing a proactive approach to mitigate potential hazards. These measures include:

- Conducting regular safety rounds by Plant Head, Safety Officer, Admin Managers and periodical maintenance of machines by maintenance team enable the Company to identify risks and address potential hazards. This involves thorough inspections of the workplace to identify any potential risks, followed by appropriate measures to mitigate or eliminate them. Risk assessments are conducted to evaluate the severity and likelihood of hazards, enabling the development of effective control measures. We also undertook Safety Audit by third party (BNV SHECON) to ensure maximum safety points are checked, attended and corrected well in advance.
- Providing comprehensive safety training to workers and equipping them with appropriate personal protective equipment (PPE). This includes training on hazard identification, safe work practices, emergency response procedures, and proper use of PPE. Workers are provided with necessary safety equipment including hand gloves, earplugs, goggles, helmets, and masks, to protect them from workplace hazards. Each plant is equipped with an eye wash station to offer initial assistance to workers exposed to chemicals.
- The names and contact information of the emergency team, first aid team, and firefighting team are displayed at the entrance of each plant to ensure immediate access in case of any unforeseen contingency. This practice enables the individual to reach out to the right personnel in the event of any potential accident.
- We have implemented clear protocols for reporting and addressing work-related hazards, ensuring that any potential risks are promptly identified and resolved. Additionally, we have established mechanisms that allow workers to provide feedback and suggest improvements, fostering an open and collaborative environment focused on continuous safety enhancement.
- The Company offers on-site medical consultation services for both occupational and non-occupational health issues. Additionally, we conduct annual health check-ups for all employees and workers to proactively identify and address potential health concerns. We have partnered with Dayanand Sagar Hospital, Harohalli, which is located within 2 kilometres of our office, ensuring quick access to medical care. For more advanced treatments, employees are referred to Bhagwan Mahaveer Jain Hospitals in Bangalore. These partnerships guarantee that employees and workers receive timely and effective treatment in emergency situations.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (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.
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PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

A) ESSENTIAL INDICATORS:

1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity

for At Stove Kraft, we have a systematic approach to identifying individuals or groups with 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.

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 the needs, after sale service, responsible guidelines / manufacturing, safety awareness.
E-Com Aggregators	No	1. Online Portals 2. Emails 3. Social Media platforms 4. Phone calls	Periodically	To maximise the online presence and reach wider audience
Waste Collection Agents	No	1. One-to-one interaction 2. Phone calls	Periodically	To ensure that waste is handled and disposed of safely
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.
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 and other information / developments about the Company.
Vendors/ Suppliers	No	1. Email, 2. Advertisement, 3. Vendor meets, 4. website etc.	Regular	1) Procurement 2) Business /Project related 3) Vendor Assessment Report
Local Communities	Yes	1. Newspaper advertisements/ 2. Physical Meetings / Reviews/ Assessments	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.	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.	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 products that the Company manufactures.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

A) ESSENTIAL INDICATORS:

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	1028	1028	100	1499	1499	100
Other than permanent	0	0	0	-	-	-
Total Employees	1028	1028	100	1499	1499	100
Workers						
Permanent	4375	4375	100	4227	4227	100
Other than permanent	501	501	100	88	88	100
Total Workers	4876	4876	100	4315	4315	100

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (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	1028	168	16%	860	84%	1499	425	28	1072	72
Male	893	144	16%	749	84%	1009	232	23	776	77
Female	135	24	18%	111	82%	490	193	39	296	60
Other than Permanent	-	-	-	-	-	0	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	4375	3942	90%	433	10%	4227	4192	99	35	1
Male	1267	1030	81%	237	19%	1261	1229	97	32	3
Female	3108	2912	94%	196	6%	2966	2963	100	3	-
Other than Permanent	501	53	11%	448	89%	88	86	98	2	2
Male	418	35	8%	383	92%	58	56	97	2	3
Female	83	18	22%	65	78%	30	30	100	0	0

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

- 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)	4	19,00,000	3	22,00,000
Key Managerial Personnel*	3	94,60,000	1	61,08,812
Employees other than BoD and KMP	890	525,000	134	336,000
Workers	1267	210,000	3108	210,000

Note: 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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	62%	71%

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.

- To address grievances related to human rights issues, the company has implemented several internal mechanisms. First, we have established a confidential and easily accessible complaint system that allows individuals to report any concerns related to human rights issues, with the assurance that their identity will remain protected. Complaints are carefully investigated by the designated focal point, in coordination with the HR manager, and the necessary remedial actions are taken to address the matter.
- Additionally, the company has implemented a Vigil Mechanism/Whistle Blower Policy for employees, workers, and vendors. This policy encourages the reporting of any significant deviations from key management policies, non-compliance, unethical behaviour, fraud, violations of law, or inappropriate conduct. The policy also provides for direct access to the Chairman, Managing Director, or the Chairman of the Audit Committee in exceptional cases. This system helps foster a culture of transparency, accountability, and ethical conduct, ensuring that any instances of wrongdoing are promptly investigated and resolved.
- The Company's Vigil Mechanism/Whistle Blower Policy and Human Rights Policy can be accessed at the given link:

<https://stovekraft.com/wp-content/uploads/2023/08/Whistle-Blower-Policy-2023.pdf>

<https://stovekraft.com/wp-content/uploads/2023/05/Human-Rights-Policy.pdf>

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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:

Safety Incident/Number	FY 2024-25 (Current Financial Year)	FY 2023-24 (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. Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

Stove Kraft has established robust mechanisms to prevent adverse consequences to complainants in discrimination and harassment cases. These mechanisms are:

- Equal Opportunity Policy:

Ensures fair treatment for all employees, fostering respect, dignity, and a discrimination-free workplace. This policy safeguards employees from retaliation, ensuring that they can report concerns without fear.

- Policy on Prevention of Sexual Harassment of Women:

Aligned with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. Focuses on creating a safe environment for female employees and includes provisions to protect complainants from adverse consequences.

Grievance Redressal Mechanism:

- Confidential Process:

Complaints are handled with confidentiality, ensuring that the identity of the complainant is protected throughout the investigation process.

- Timely Investigations:

Grievances are investigated promptly, with transparent procedures to address concerns effectively.

- Reporting Mechanisms:

Complaint Boxes: Strategically placed to enable complainants to report issues discreetly.

- Centralized Email IDs:

Accessible in English and local languages, providing an alternative method to report grievances securely.

Workshops and Training:

- POSH Workshops:

Conducted regularly to educate employees about the importance of POSH and their rights to report harassment without fear of retaliation.

- Through these initiatives, Stove Kraft demonstrates its commitment to fostering a workplace culture that prioritizes the safety and well-being of all employees.

- The Company's Equal opportunity Policy can be accessed at the given link:

<https://stovekraft.com/wp-content/uploads/2023/05/Equal-Opportunity-Policy.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 has established a process to ensure that all new vendors and suppliers meet human rights compliance requirements. Recognizing the critical role that suppliers and vendors play in the Company's success and sustainability, it places a strong emphasis on their adherence to ethical standards.

- To foster a collaborative relationship, the Company organizes regular engagement activities with suppliers and vendors. These initiatives help build trust, promote transparency, and facilitate open communication on ethical and sustainable practices. By working closely with suppliers and vendors, the Company ensures that all stakeholders align with shared values and principles, creating a supply chain that benefits both the Company and society at large.
- The Company's Human rights Policy and Suppliers code of conduct can be accessed at the given link:
<https://stovekraft.com/wp-content/uploads/2023/05/Human-Rights-Policy.pdf>
<https://stovekraft.com/wp-content/uploads/2023/05/Suppliers-Code-of-Conduct-2.pdf>

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/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

A) ESSENTIAL INDICATORS:

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

Parameter (IN GJ)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)**
From renewable sources		
Total electricity consumption (A)	36,401.52	25,317.38
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	16,560	30,888
Total energy consumption (A+B+C)	52,961.52	56,205.38
From non-renewable sources		
Total electricity consumption (D)	53,652.63	45,882.21
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	53,652.63	45,882.21
Total energy consumed (A+B+C+D+E+F)	1,06,614.15	102,087.59

Parameter (IN GJ)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000074	0.0000075
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP)	0.00015	0.00017
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: 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, 2025 and March 31, 2024, it is 20.66 and 22.401, 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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	56863	25360
(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)	56863	25360
Total volume of water consumption (in kilolitres)	56863	25360
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000039	0.0000019**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000081	0.000042**
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: 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, 2025 and March 31, 2024, it is 20.66 and 22.401, 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 2024-25 Current Financial Year	FY 2023-24 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	39804.1	17752
(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)	39804.1	17752

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.	<p>Yes, we have successfully implemented Zero Liquid Discharge (ZLD) systems at our manufacturing facilities in Bengaluru, Karnataka, and Baddi, Himachal Pradesh, as part of our strong commitment to environmental sustainability and responsible manufacturing practices.</p> <ul style="list-style-type: none"> We have made significant investments in advanced effluent treatment plants and sewage treatment plants to achieve and maintain ZLD status across all our facilities. At our manufacturing locations, all liquid waste generated from production processes is thoroughly treated in effluent treatment plants using state-of-the-art technologies to ensure that the discharged liquid is free from chemicals, contaminants, and pollutants. The treated water is then repurposed for various uses such as gardening, toilet flushing, and more. Furthermore, our ZLD systems are designed and operated in full compliance with the norms and guidelines set by the respective State Pollution Control Boards (SPCBs).
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6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
NOx	PPM	20.6	31.8
Sox	PPM	11.4	12.5
Particulate matter (PM)	Mg/NM ₃	34.5	62.5
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 2024-2025 (Current Financial Year)	FY 2023-2024 (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	295.50	60.11
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	9057.68	7745**
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	0.00000065	0.00000057
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)		0.000013	0.000013**
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Applicable	Not Applicable

Note: 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, 2025 and March 31, 2024, it is 20.66 and 22.401, 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.

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 has undertaken numerous initiatives to reduce greenhouse gas emissions, showcasing its commitment to sustainability and environmental responsibility. These initiatives include:

Eco-Friendly Materials and Practices:

- **Use of Reprocessed Materials:**
Transition from aluminium to reprocessed materials to reduce environmental impact.
- **Stainless Steel Alternatives:**
Replacing aluminium components with stainless steel, enhancing durability and reducing carbon-intensive aluminium production.
- **Ceramic Coatings in Cookware:**
Moving away from hazardous PTFE coatings to eco-friendly ceramic coatings.
- **Cast Iron Tawas:**
Adopting naturally non-stick cast iron Tawas to eliminate synthetic coatings and promote healthier options.
- **Sustainable Packaging:**
Completely substituting thermocol with sustainable paper honeycomb packaging solutions.

Energy-Efficient Technologies:

- **Transition to BLDC Motors:**
Replacing traditional fan motors with Brushless Direct Current (BLDC) motors, which consume less power, operate quietly, and have a longer lifespan.
- **Renewable Energy Sources:**
Integrating renewable energy into production processes to minimize reliance on fossil fuels.
- **Automated Machinery:**
Utilizing robotic and automated systems to optimize energy usage in manufacturing.
- **Procurement and Low-Carbon Materials:**

Sustainable Procurement Practices:

- **Implementing environmentally conscious procurement methods** to reduce the company's overall carbon footprint.
- **Low-Carbon or Carbon-Neutral Materials:**
Incorporating such materials in manufacturing processes to significantly cut greenhouse gas emissions.

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	178	46.289
E-waste (B)	46.032	29.1
Bio-medical waste (C)	0.0373	0.032
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)	Paint sludge - 46.58 Buffing - 89.44 Waste Oil - 9.31 Oil Soaked clothes - 2.236 ETP Sludge - 1.863	Paint sludge - 22.286 Buffing - 53.487 Waste Oil - 4.457 ETP Sludge - 8.914
Other Non-hazardous waste generated (H). Please specify, if any General waste -	276.41	330.392
Total (A+ B + C + D + E + F + G + H)	649.9083	494.957
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Category of waste		
(i) Recycled	178 MT	46.289
(ii) Re-used	-	-
(iii) Other recovery operations	46.032	29.1
Total	224.032	75.389
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	425.8763	419.536
Total	425.8763	419.536

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.

9. 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.	<ul style="list-style-type: none"> As part of our Integrated Management System, the Company has implemented thorough waste management procedures to properly handle and dispose of various waste types, such as plastic waste, e-waste, hazardous waste, biomedical waste, construction and demolition waste, and general waste. Specific roles, responsibilities, and accountabilities for waste management are clearly defined within our organization. We have identified various categories of waste generated through our processes and have established specific procedures for their proper handling as part of our waste management system Each year, we evaluate our waste monitoring and management objectives to ensure continuous improvement Our organization classifies waste into hazardous and non-hazardous categories. Non-hazardous waste is sold to certified recyclers for further processing, adhering to environmentally responsible practices. The disposal of hazardous waste is carried out in full compliance with the legal standards and regulations established by the relevant authorities. We place a high priority on the safe and responsible management of hazardous waste, ensuring its handling, transportation, and disposal comply with all relevant laws and regulations to safeguard human health and the environment.
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10. 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

11. 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.

12. 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

A) 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

A) ESSENTIAL INDICATORS:

- 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.

- 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.

- Community redressal mechanism:

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

Stove Kraft has established mechanisms to effectively receive and redress grievances from the community, ensuring transparency, accessibility, and prompt resolution. These mechanisms include:

1. Complaint Filing Mechanisms:

- Accessible Complaint Boxes:

Strategically placed in locations to allow community members to lodge their grievances easily and anonymously.

- Centralized Email IDs:

Designated email addresses are available for submitting complaints. These are accessible in English and local languages to ensure inclusivity.

2. Grievance Redressal Process:

- Comprehensive Framework:

A well-defined system is in place to ensure that grievances raised by the community are thoroughly investigated and resolved in a timely manner.

- Confidentiality and Protection:

The process is designed to protect the confidentiality of complainants and prevent any adverse repercussions against those who voice their concerns.

3. **Community Engagement:**

- Workshops and Training:

Regular sessions are conducted to educate stakeholders on how to report grievances and make use of the available support mechanisms.

- Collaborative Feedback:

Input from the community is actively sought to enhance the grievance redressal system, ensuring continuous improvement.

4. **Policies Supporting Resolution:**

- Equal Opportunity and Inclusion:

The company has policies in place to foster fair treatment and inclusivity, which extend to addressing community concerns.

- Sustainability Practices:

Stove Kraft's focus on environmentally friendly initiatives demonstrates its commitment to the well-being of the community and its responsiveness to their needs.

Through these mechanisms, Stove Kraft ensures that community grievances are addressed effectively, fostering trust and maintaining a positive relationship with its stakeholders.

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	48%	38%
Sourced directly from within India	79%	73%

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	66%	65%
Semi- Urban	9%	10%
Urban	14%	15%
Metropolitan	11%	10%

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.

A) 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 effective mechanisms to ensure consumer complaints and feedback are received, addressed, and resolved promptly.

- Through the use of a centralized Consumer Relationship Management (CRM) system, along with call centres, SMS, WhatsApp, and email, we are able to deliver quicker and more efficient services to our customers. Additionally, we have a dedicated service team and a mobile application for specific brands to manage service requests. Our outstanding customer support not only elevates the overall brand experience but also fosters stronger brand loyalty.
- Distributors, retailers, and end consumers can utilize the system to report their queries and concerns. Alternatively, end consumers may contact the distributors or retailers from whom they made the purchase. These distributors or retailers will then relay the issue to the company, and the company's service provider in the respective location will address and resolve the matter.
- All of the company's products come with clear descriptions, specifications, and contact information, including a helpline number, email address, WhatsApp channel, and mobile application, to assist consumers with any queries. The company's dedicated call center team tracks all queries received, including the consumer's name, issue, location, and more. The Service Head has access to the complete log of all consumer queries, whether resolved or not, along with consumer satisfaction details. Additionally, the Service department regularly follows up with consumers whose queries have been resolved to ensure they are satisfied with the response they received.
- The company is dedicated to resolving consumer complaints promptly and effectively, with customer service processes designed to be flexible and responsive to consumers' needs.

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 2024-25 (Current Financial Year)			FY 2023-24 (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
Others	712994	13484	All complaints received during this financial year were related to general concerns, and the same has been promptly resolved them with utmost priority	707,571	4,403	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	NIL
Forced recalls	NIL	NIL

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 has developed a comprehensive policy to address cybersecurity and data privacy risks, ensuring the protection of sensitive information and maintaining business continuity. The policy includes strict access control protocols, allowing only authorized personnel to access critical data, thus minimizing the risk of breaches. Multi-Factor Authentication (MFA) further strengthens defences by requiring multiple steps to verify user identities.
- Advanced threat prevention tools are integral to the policy. These include virus prevention tools that detect and block malware, intrusion detection systems that monitor networks for malicious activities in real time, and regular data backups to restore information efficiently in case of cyberattacks or system failures.
- To safeguard data integrity, Stove Kraft employs data classification to apply tailored security measures based on sensitivity, ensuring the highest level of protection for critical information. Regular risk assessments and monitoring help the company stay ahead of evolving threats, while policy updates ensure alignment with the latest best practices.

- Stove Kraft demonstrates its commitment to stakeholder trust by protecting both organizational and stakeholder data. Transparency is upheld by making the cybersecurity policy accessible, reflecting the company's dedication to accountability and awareness. Through this robust framework, Stove Kraft proactively mitigates cyber risks, protects vital information, and fosters a secure environment for all stakeholders.

The policy can be accessed at the given link:

<https://stovekraft.com/wp-content/uploads/2023/05/Cyber-Security-Policy.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