

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR)

SECTION A- GENERAL DISCLOSURES

I. Details of the listed entity

I-1. Corporate Identity Number (CIN) of the listed entity - L25209GJ1993PLC019532

I-2. Name of the listed entity - RUSHIL DECOR LIMITED

I-3. Year of incorporation- 1993

I-4. Registered office address- S. No. 125, Near Kalyanpura Patia, Gandhinagar Mansa Road, Kalol, Village Itla, Gandhinagar – 382 845, Gujarat, India.

I-5. Corporate address - Rushil House, Near Neelkanth Green Bungalow, Off. Sindhu Bhavan Road, Shilaj, Ahmedabad-380 058, Gujarat, India.

I-6. E-mail - ipo@rushil.com

I-7. Telephone - +91 79 6140 0400

I-8. Website - www.rushil.com

I-9. Financial year for which reporting is being done - 2023-24

I-10. Name of the Stock Exchange(s) where shares are listed - BSE Limited and National Stock Exchange of India Limited

I-11. Paid-up Capital - ₹ 26,54,16,820/-

I-12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.- Hasmukh Kanubhai Modi, Company Secretary and Compliance Officer Tel: +91 79 6140 0400 , E-mail: ipo@rushil.com

I-13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). - Standalone Basis

I-14. Name of assurance provider- NOT APPLICABLE

I-15. Type of assurance obtained- NOT APPLICABLE

II. Products/services

II- 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 | Medium Density Fibre Boards | 75% |
| 2 | Manufacturing | Decorative Laminate Sheets | 22% |

II- 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 | Medium Density Fibre Boards | 1621 | 75% |
| 2 | Laminate Sheets | 1709 | 22% |

III. Operations

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

| Location | Number of Plants | Number of Offices | Total |
|---------------|------------------|-------------------|-------|
| National | 5 | 13 | 18 |
| International | 0 | 0 | 0 |

Remarks: The company has 13 offices including 1 registered office, 1 corporate office, 5 branches and 6 godowns.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

III- 19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 28 |
| International (No. of Countries) | 53 |

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

23%

c. A brief on types of customers

The Company is in existence for more than 31 years. Our products have a foot print in approximately 53 countries. Our brands, prefixed with VIR, are present across the country through a network of consignment agents, branches, distributors etc. who are the backbone of our retail reach. We have a long-standing relationship with our intermediaries that is based on trust and mutual interest. We continue to work with all our partners including small dealers, studios, OEMs, project and institutional customers, architects, and designers etc. to large and organised distributors, consignment agents, branches, etc. to serve the evolving needs of our end users. Our endeavour is and always been to ensure that our brands are easily available wherever our customers want to use.

IV. Employees

IV- 20. Details as at the end 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 | | | | | | |
| 1 | Permanent (D) | 833 | 809 | 97.12% | 24 | 2.88% |
| 2 | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3 | Total employees (D + E) | 833 | 809 | 97.12% | 24 | 2.88% |
| Workers | | | | | | |
| 1 | Permanent (F) | 0 | 0 | 0 | 0 | 0 |
| 2 | Other than Permanent (G) | 1138 | 1120 | 98.42% | 18 | 1.58% |
| 3 | Total Workers (F + G) | 1138 | 1120 | 98.42% | 18 | 1.58% |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total(A) | Male | | Female | |
|------------------------------------|---|----------|-------|--------|--------|--------|
| | | | No(B) | %(B/A) | No(C) | %(C/A) |
| Differently Abled Employees | | | | | | |
| 1 | Permanent (D) | 0 | 0 | 0 | 0 | 0 |
| 2 | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3 | Total differently abled employees (D + E) | 0 | 0 | 0 | 0 | 0 |
| Differently Abled Workers | | | | | | |
| 1 | Permanent (F) | 0 | 0 | 0 | 0 | 0 |
| 2 | Other than Permanent (G) | 0 | 0 | 0 | 0 | 0 |
| 3 | Total Workers (F + G) | 0 | 0 | 0 | 0 | 0 |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)**IV- 21. Participation/Inclusion/Representation of women**

| | Total(A) | No. and percentage of Females | |
|--------------------------|----------|-------------------------------|--------|
| | | No(B) | %(B/A) |
| Board of Directors | 6 | 1 | 16.67% |
| Key Management Personnel | 3 | 0 | 0.00% |

IV- 22. Turnover rate for permanent employees and workers. (Disclose trends for the past 3 years)

| | (Turnover rate in 2023-24) | | | (Turnover rate in 2022-23) | | | (Turnover rate in 2021-22) | | |
|---------------------|----------------------------|--------|-------|----------------------------|--------|-------|----------------------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 30% | 32% | 31% | 28% | 51% | 28% | 27% | 64% | 28% |
| Permanent Workers | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

V. Holding, Subsidiary and Associate Companies (including joint ventures)**V- 23. (a) 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) |
|--------|---|--|-----------------------------------|--|
| 1 | Rushil Modala Ply Limited | Subsidiary | 51 | No |

VI. CSR Details**VI- 24. (i). Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes****VI- 24. (ii). Turnover (in ₹).- ₹ 843.97 Crore****VI- 24. (iii). Net worth (in ₹)- ₹ 524.77 Crore****VII. Transparency and Disclosures Compliances****VII- 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) | 2023-24 | | | 2022-23 | | |
|---|--|--|--|------------|--|--|------------|
| | | 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 | 0 | 0 | - | 0 | 0 | - |
| Investors (other than shareholders) | Yes | 0 | 0 | - | 0 | 0 | - |
| Shareholders | Yes | 0 | 0 | - | 0 | 0 | - |
| Employees and workers | Yes | 0 | 0 | - | 0 | 0 | - |
| Customers | Yes | 234 | 35 | Refer Note | 62 | 3 | Refer Note |
| Value Chain partners | Yes | 0 | 0 | - | 0 | 0 | - |
| Other (please specify) | - | | | - | | | - |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

Remarks: The number of customer complaints mentioned in this table in the current financial year 2023-24 pertains to the Laminate and MDF Business. The Company has taken effective steps to reduce the number of complaints where 85% have been resolved and the remaining 15% are in the process of being resolved. We take our customer complaints seriously and strongly apply our grievance redressal policy. The grievance redressal policy can be found at this link - https://rushil.com/admin/uploads/investors_pdf/codes_policies/Whistle_Blower_Policy.51.pdf.

VII- 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.

| Sr. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---------|--------------------------------------|--|---|--|--|
| 1. | Customer delight | Opportunity | Customer Relationship Management (CRM) plays a significant part in any business. It aids in improving customer satisfaction and retention rates and helps us better understand our customers. | We have comprehensive CRM practices and a strong customer loyalty program. There is strong engagement with our customers through diverse channels viz websites, email, and social media. | Positive |
| 2 | Sustainability supply chain | Opportunity | Businesses are under increased pressure from investors, customers, and authorities to lower environmental, social and governance (ESG) risk exposures in their supply chains. | At Rushil Décor Limited, we see it as an opportunity to integrate the ESG aspect in our supply chain which can effectively reduce the overall risk. From supplier / vendor diversification to sustainable sourcing we have taken huge strides in the supply chain management. We ensure sustainable sourcing for our operations which promotes the development of local communities, generates job opportunities, streamlines transportation, and has a major impact in reducing carbon dioxide emissions. Close to 60% of our sourcing is done from domestic vendors and producers. | Positive |
| 3. | Brand, reputation, and communication | Opportunity | Brand reputation is crucial in the business as it directly impacts the level of trust and loyalty customers have towards the brand. Effective communication is key in building and maintaining a strong brand reputation in the business. This includes clear and consistent messaging across all channels such as websites, social media, and customer interactions. | Our different brands have marked their presence at the world level and as one of the leading brands in the industry especially in the MDF and Laminates segment. Our brands like "VIR LAMINATE", "VIR MDF", "VIR PVC", and "VIR STUDDIO" apart from others have highly reputed brand values in their respective segments. We have comprehensive engagement and communication with our customers. At every point, right from reservations, we adopt a customer first approach. We actively listen and respond to customer feedback in a timely and professional manner. | Positive |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

| Sr. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---------|---------------------------------------|--|--|--|--|
| 4 | Climate change, energy, and emissions | Risk / Opportunity | Climate change poses a significant risk on the wood business sector because Agro Forestry wood is prime raw material in the MDF Product. In the same way, paper is the main raw material for the Laminated Sheet Business. Furthermore, the industry may also face additional costs to adapt to these changes. Our commercial activities incur significant overhead expenditures with energy being one of them. A proper energy management system with renewable energy integration is pivotal for the Company to reduce operational energy cost and carbon footprint. | Being cognisant of the potential risk due to climate change, the Company is involved in Agro Forestry and mechanism for sustainable development. Further we have systems to track and minimise energy consumption in our factories/plants. | Negative / Positive |
| 5 | Talent management and retention | Risk | Overall, effective talent management is crucial in mitigating the risks associated with managing human capital. Failing to attract and retain employees by providing them rewarding careers may lead to loss of skillful employees in an organisation. | We carry out assessment to assess potential in personnel and determine roles and leadership responsibilities. Through various processes we aim to identify and build a strong leadership pipeline at every stage, developing talent through robust development journeys. Following are the two key talent processes: (1) Leadership Assessment and Development for identification and development of future Leaders, and (2) Talent Identification and Development Initiative (TIDI) for identification and development of high potential Heads of Department (HoDs). Dialog is an annual career conversation process which enables structured focused conversations that incorporate constructive feedback and set a development plan for the year ahead. Frequent Email Communication(s) is our continuous employee engagement platform which gathers continuous feedback from employees across levels. It provides a mechanism for leaders to hear the voice of our employees thereby promoting trust and transparency. | Negative |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|
| 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 |
| 1. b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 1. c. Web Link of the Policies, if available | https://rushil.com/admin/uploads/7/13/Business-Responsibility-Policy.pdf | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | <ul style="list-style-type: none"> • ISO 9001 Quality Management System, • ISO14001 Environment Management System, • ISO 18001 Health and Safety, • Certificate from Singapore Environment Council for right to use Singapore Green label for "VIR LAMINATE / TIERO / ICA / RUSHIL 042-016-1266 as environmentally preferred surface covering", • Certificates from Bureau of Indian Standards IS 2046:1995 for decorative thermosetting synthetic resin bonded laminated sheets, • Certificates from Bureau of Indian Standards for MDF Board | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company's dedication to advancing sustainable development closely corresponds to the overarching objective of fostering Nation Building. This objective acts as a guiding principle for investing in enterprises that propel India's economic progress and enhance the welfare of its people. As part of our focus on Environmental, Social and Governance (ESG) considerations, the Company is working hard and striving towards developing a well-defined ESG framework with key goals and targets in due course. These goals will encompass a range of areas aimed at driving positive environmental and social impacts while maintaining strong governance practices. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | N.A. | | | | | | | | |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

| 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 (listed entity has flexibility regarding the placement of this disclosure) | The Company has embarked on a journey of incubating sustainability across all our business verticals, which is reflected in our endeavour for Agro-Foresting. These businesses converge to reinforce our commitment to environment centric, and in turn, help to usher in shared prosperity for Millions of lives by helping marginal farmers and equipping them with technical support and improving quality of life. As we continue to grow our business and drive progress for our country, we remain committed to reducing our environmental impact and addressing any potential adverse effects. To tackle these challenges, we have established formidable objectives that are in line with our dedication to achieving ESG superiority. Our strategic objectives encompass the reduction of greenhouse gas emissions, optimisation of water usage, enhancement of waste management practices, and promotion of biodiversity conservation. We have implemented strong frameworks to prioritise the safety, health, and well-being of our valued employees, while also promoting diversity and inclusion throughout our workforce. As a Company, we acknowledge the imperative to shift towards a low-carbon economy and are resolute in our efforts to curtail our carbon footprint. | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Krupesh Thakkar, Chairman and Managing Director (DIN: 01059666) | | | | | | | | |
| 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. | Mr. Krupesh Thakkar, Chairman and Managing Director (DIN: 01059666) | | | | | | | | |

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee and its frequency

| 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. The Board of Directors and its Committees assess the performance on annual or half yearly basis depending upon the type of activities. | | | | | | | | | Annually | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Yes. The Company has formalised a system to track, monitor and document legal compliances applicable to the Company. The Board quarterly reviews compliance reports (of all the laws applicable to the Company including in relation to NGRBCs), prepared by the management. There were no instances of material non-compliances during the year under review. | | | | | | | | | Annually | | | | | | | | |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

| S. No. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--------|--|----|----|----|----|----|----|----|----|
| 1 | No. The evaluation of the working of its policies is carried out internally. | | | | | | | | |

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

Not Applicable

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No) | - | - | - | - | - | - | - | - | - |
| 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

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

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

| Segment | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact | Percentage of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|---|--|
| Board of directors | 1 | The training and awareness programs undertaken for the Directors covered business performance and operations, compliance status and regulatory updates, risk, and governance, ESG performance, and refresher program on Business Responsibility and Sustainability Report (BRSR). | 100% |
| Key Managerial personnel | 1 | Key Managerial Personnel undertook training and awareness programs as under: <ul style="list-style-type: none"> Changes in regulations and laws applicable to the Company, ESG performance and refresher program on BRSR to ensure full compliance | 100% |
| Employees other than BoD and KMPs | 12 | Introduction to ESG and Business Responsibility and Sustainability Report (BRSR), Code of Business Principles, Human Rights, Anti-Bribery and Corruption, Data Privacy, Health and Safety, Skill Upgradation etc. | 56% |
| Workers | 10 | | 45% |

EI-2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BSR) (CONTD.)**Monetary**

| Category | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In ₹) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
|-----------------|-----------------|---|---------------|-------------------|--|
| Penalty/ Fine | N.A. | N.A. | 0 | N.A. | N.A. |
| Settlement | N.A. | N.A. | 0 | N.A. | N.A. |
| Compounding fee | N.A. | N.A. | 0 | N.A. | N.A. |

Non-Monetary

| Category | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
|--------------|-----------------|---|-------------------|--|
| Imprisonment | N.A. | N.A. | N.A. | N.A. |
| Punishment | N.A. | N.A. | N.A. | N.A. |

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

| S. No. | Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------|--------------|---|
| 1 | N.A. | N.A. |

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

Yes. We have defined guidelines on anti-corruption and anti-bribery as part of our Code of Business Ethics and Conduct (COBEC). The COBEC covers all employees whether directly or indirectly employed with the Company. However, COBEC is an internal document and is not available for public view. Further, the Company's Whistle Blower Policy (Vigil Mechanism) empowers employees to confidentially report any suspected violation or fraud. This allows the Company to investigate and address concerns promptly, fostering a culture of transparency and accountability.

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

| Category | 2023-24 | 2022-23 |
|-----------|---------|---------|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

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

| Category | Number 2023-24 | Remarks 2023-24 | Number 2022-23 | Remarks 2022-23 |
|--|----------------|-----------------|----------------|-----------------|
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | 0 | 0 | 0 |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | 0 | 0 | 0 |

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

N.A.

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

| Particulars | Current 2023-24 | Previous 2022-23 |
|-------------------------------------|-----------------|------------------|
| Number of days of accounts payables | 86 | 74 |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

EI-9. Open-ness of business.

Provide details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format. Concentration of Purchases-

| Parameter | Metrics | FY2023-24 | FY2022-23 |
|----------------------------|--|-----------|-----------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 30% | 28% |
| | b. Number of trading houses where purchases are made from | 250 | 200 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 25% | 23% |
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | 100% | 100% |
| | b. Number of dealers / distributors to whom sales are made | 1326 | 1254 |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | 41.86% | 33.69% |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | 3.27% | 5.08% |
| | b. Sales (Sales to related parties / Total Sales) | 0.91% | 2.02% |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 0 | 0 |
| | d. Investments (Investments in related parties / Total Investments made) | 100% | 100% |

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

EI-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.

| Category | FY2023-24 | FY2022-23 | Details of improvements in environmental and social impacts |
|----------|-----------|-----------|---|
| R&D | 0 | 0 | N.A. |
| Capex | 16.04% | 3.23% | Zero Liquid discharge and treatment plants deployed |

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

Yes

EI-2.b. If yes, what percentage of inputs were sourced sustainably?-

In respect of MDF Products, we procured 100% from Agro Forestry Plantations which is sustainable sourcing. The Company's main focus is on local procurement of material that aligns with its commitment to sustainable and responsible business practices. By purchasing main raw materials such as agro forestry woods, resin, formaldehyde etc. locally the Company is benefiting from the lesser transportation costs, shorter lead times, and better availability of materials. This not only helps in optimizing costs but also enables the Company to respond more quickly to market demands and ensure a resilient supply chain. Further, purchase of raw material locally supports the local economy and community by fostering partnerships with local vendors and promoting regional economic development.

EI-3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Considering the type and nature of our product, their long-term use by our end users (sometimes more than decades), and the wide geographical spread of our product use, it is practically not possible to reclaim our end products for reusing, recycling, or disposal at the end of life. However, where we can, we have taken steps to safely recycle and dispose off waste generated in our production processes. All the manufacturing units follow regional pollution control board guidelines

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

efficiently, normal waste we are submitting to PCB authorised recycler and co-processor where hazardous waste disposing at authorised TSDF site recommended by regional pollution control board respectively.

Summary of these steps are:

- Water used in the production process are re-used in other resin production,
- Packaging material, paper wrapping, and BOPP (plastic) used in production is re-sold to entities registered with Pollution Control Boards to make other products and to authorised recyclers.
- Waste generated is given to the Pollution Control Board’s authorised recycler and co-processor,
- Hazardous waste is disposed off at authorised TSDF site recommended by the Pollution Control Board
- Containers that are discarded are stored in a designated shed in a secure manner and handed over to the Pollution Control Board’s authorised recyclers
- Used oil is collected in leak proof containers and disposed off through re-processors authorised by the Pollution Control Board.
- ETP sludge is stored in a secure and scientific manner and then handed over to the Pollution Control Board’s authorised incinerators.
- Wood dust and wood chips coming out as waste from the manufacturing process are re-used in the manufacturing process.

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

Yes. The Company has designed quality products to minimise the amount of waste. The Company has also designed the waste management plan in such a way that minimum wastage will be generated at every stage of the product. The Company ensures appropriate disposal of waste through registered vendors and the waste management plan is aligned with the Extended Producer Responsibility Plan.

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

EI-1. a. Details of measures for the well-being of employees.

| Category | Total (A) | % of employees covered by | | | | | | | | | |
|---------------------------------------|-----------|---------------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent employees | | | | | | | | | | | |
| Male | 809 | 809 | 100.00% | 809 | 100.00% | 0 | 0 | 809 | 100.00% | 0 | 0 |
| Female | 24 | 24 | 100.00% | 24 | 100.00% | 24 | 100.00% | 0 | 0 | 0 | 0 |
| Total | 833 | 833 | 100.00% | 833 | 100.00% | 24 | 100.00% | 809 | 100.00% | 0 | 0 |
| Other than permanent Employees | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

EI-1.b. Details of measures for the well-being of workers.

| Category | Total (A) | % of employees covered by | | | | | | | | | |
|-------------------------------------|-----------|---------------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than permanent Workers | | | | | | | | | | | |
| Male | 1120 | 1120 | 100.00% | 1120 | 100.00% | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 18 | 18 | 100.00% | 18 | 100.00% | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1138 | 1138 | 100.00% | 1138 | 100.00% | 0 | 0 | 0 | 0 | 0 | 0 |

EI-1.c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

| Particulars | FY2023-24 | FY2022-23 |
|---|-----------|-----------|
| Cost incurred on well-being measures as a % of total revenue of the Company | 0.07% | 0.06% |

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

| Benefits | No. of employees covered as a % of total employees. (CY) | No. of workers covered as a % of total workers. (CY) | Deducted and deposited with the authority (Y/N/N.A.). (CY) | No. of employees covered as a % of total employees. (PY) | No. of workers covered as a % of total workers. (PY) | Deducted and deposited with the authority (Y/N/N.A.). (PY) |
|-------------------------|--|--|--|--|--|--|
| PF | 100% | 100.00% | Y | 100.00% | 100.00% | Y |
| Gratuity | 100% | 100.00% | Y | 100.00% | 100.00% | Y |
| ESI | 14.6% | 0 | Y | 15.20% | 0 | Y |
| Others – please specify | 0 | 0 | N.A | 0 | 0 | N.A |

EI-3. Are the premises / offices of the entity accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

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

Yes. The Employee Welfare Policy ensures that the needs of differently abled employees and workers are met in accordance with the Rights of Persons with Disabilities Act, 2016, by providing provisions for accessible facilities. A link to the policy is here - https://rushil.com/investor_relationship.php#CodesPolicies

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

| Gender | Permanent employees | | Permanent workers | |
|--------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 100.00% | 100.00% | -- | -- |
| Female | 100.00% | 100.00% | -- | -- |
| Total | 100.00% | 100.00% | -- | -- |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

EI-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.

| Category | Yes/No (If Yes, then give details of the mechanism in brief) |
|--------------------------------|--|
| Permanent Workers | N.A. |
| Other than Permanent Workers | Yes. Grievance Redressal is a part of Company's code of business ethics and conduct which is applicable to all employees, suppliers, business partners, contractual workers etc. COBEC details out the procedures for reporting any concern, escalation matrix, procedures of handling complaints and disciplinary actions. The Company also has a robust Whistle Blower policy that provides a channel to employees, workers, and other stakeholders to raise concerns and issues and it provides a meaningful mechanism to redress it. |
| Permanent Employees | |
| Other than Permanent Employees | N.A. |

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

| Category | FY2023-24 | | | FY2022-23 | | |
|---------------------------|--|---|---------|--|---|---------|
| | 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| - Male | 0 | 0 | 0 | 0 | 0 | 0 |
| - Female | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Permanent Workers | 0 | 0 | 0 | 0 | 0 | 0 |
| - Male | 0 | 0 | 0 | 0 | 0 | 0 |
| - Female | 0 | 0 | 0 | 0 | 0 | 0 |

EI-8. Details of training given to employees and workers:

| Category | FY2023-24 | | | | | FY2022-23 | | | | |
|------------------|-------------|-------------------------------|---------------|----------------------|---------------|-------------|-------------------------------|---------------|----------------------|---------------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 809 | 127 | 15.70% | 474 | 58.59% | 783 | 109 | 13.92% | 554 | 70.75% |
| Female | 24 | 15 | 62.50% | 19 | 79.17% | 13 | 11 | 84.62% | 13 | 100.00% |
| Total | 833 | 142 | 17.05% | 493 | 59.18% | 796 | 120 | 15.08% | 567 | 71.23% |
| Workers | | | | | | | | | | |
| Male | 1120 | - | - | - | - | 1090 | - | - | - | - |
| Female | 18 | - | - | - | - | 19 | - | - | - | - |
| Total | 1138 | - | - | - | - | 1109 | - | - | - | - |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

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

| Category | FY2023-24 | | | FY2022-23 | | |
|------------------|------------|------------|----------------|------------|------------|----------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 809 | 809 | 100.00% | 783 | 783 | 100.00% |
| Female | 24 | 24 | 100.00% | 13 | 13 | 100.00% |
| Total | 833 | 833 | 100.00% | 796 | 796 | 100.00% |
| Workers | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

Remarks: The workers are not on permanent employment basis

EI-10.a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, Our Occupational Health and Safety Management System is based on ISO 45001:2018 and it has been implemented at three of our manufacturing plants in Gujarat. We have also implemented safety management system in our organization, which includes 1. Periodic inspections of premises, equipment, workplaces, and work practices, 3. Provided Personal Protective Equipment (PPE), 4. Developed and enforced safety rules and appropriate discipline, 5. Provided periodical safety training, 6. Identified high risk activities and set SOPs to mitigate it, 7. Provided training, created awareness, and helped workforce to build competency.

EI-10.b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Hazard identification and risk assessment processes, including incident management systems, are in place to identify work-related hazards and assess risks on routine and non-routine basis. We undertake risk assessment through the following steps, 1. Identify the risk 2. Undertake risk analysis, and 3. Undertake risk evaluation by using 'What – If' Analysis, Fault Tree Analysis, and Incident Bow.

EI-10.c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes. We have a SOP within our Safety and Health Programs for workers to report the work-related hazards or any unsafe conditions or acts. We treat hazard reporting as very important for the safety of our workplace. We are educating our workers on a regular basis regarding this. The workers should communicate in writing to their immediate supervisor in the prescribed format. Simultaneously both workers and supervisors will inspect, investigate, and collect the existing information about the work-related hazards. After the investigation the concerned supervisor will resolve the hazard immediately or assign it to appropriate personnel and department to resolve. Accordingly corrective and preventive actions as deemed necessary will be implemented. After resolving the hazard, a Resolution Report will be prepared, tabled with the appropriate authority in the Company, and filed for future reference.

EI-10.d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. We have Medclaim, Workmen Compensation Policy, Group accidental policy and Employee State Insurance Scheme for occupational and non-occupational health care services.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

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

| Safety Incident/Number | Category | FY2023-24 | FY2022-23 |
|--|-----------|-----------|-----------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.176 | 0 |
| | Workers | 0.16 | 0 |
| Total recordable work-related injuries | Employees | 1 | 0 |
| | Workers | 0 | 0 |
| No. of fatalities | Employees | 1 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

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

Following measures have been implemented by the Company during the reporting year, 1. Hazard Identification and Risk Assessment of all processes and machinery. 2. Deploying machine guarding, sensors, etc., 3. Implementing workplace safety program and delivering workplace safety trainings, 4. Providing Personal Protective Equipment (PPE), 5. Educating workers and employees to report unsafe working conditions, 6. Provision of reporting of Unsafe Conditions and Unsafe Acts, 7. Safety Committee meetings of all the Plants, 8. Permit to Work system at all the Plants, 9. Health check-up of staff and workers at the Plants, 10. First aid trainings and deploying the fire-fighting system, 11. Safety mock drills and emergency evacuation trainings, 12. Safety audit and on-site Emergency plans, 13. Promoting regular breaks to freshen up the employees and workers, 14. Displaying safety posters, indicators and safe assembly points, 15. Distributing First Aid Kits to all sections of the organisation, 16. Regular cleaning and sanitisation of all areas, and; 17. Maintenance of lifts and other electrical gadgets in use by employees and workers in the organisation.

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

| Category | FY2023-24 | | | FY2022-23 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0 | 0 | N.A. | 0 | 0 | N.A. |
| Health & Safety | 0 | 0 | N.A. | 0 | 0 | N.A. |

EI-14. Assessments for the year:

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

EI-15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There are no major observations that have been highlighted during the ISO and Safety audits. However, we have been proactive and have taken pre-emptive actions to further enhance safety within our organisation.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

SECTION C PRINCIPLE 4

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

Rushil Decor Ltd (RDL) recognises the significance of engaging with key stakeholder groups to ensure effective communication, transparency, and collaboration. The identification of these stakeholders involves a comprehensive process that considers the diverse range of individuals and entities impacted by the Company's operations. The process of identifying key stakeholder groups at RDL involves a comprehensive analysis of the Company's operations, stakeholder consultation, consideration of legal and regulatory requirements, assessment of impacts, media analysis, and alignment with industry best practices. By undertaking this diligent process, we strive to foster constructive relationships, address concerns, and meet the expectations of its diverse range of stakeholders.

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

| S. No. | Stakeholder Group | Whether identified as Vulnerable & Marginalised Group (Yes/ No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|--------|-------------------------|---|---|--|---|
| 1 | Employees | No | Emails, Notice Board, Website, Internal Communications through various channels | Quarterly | HR policies, Career progression, trainings |
| 2 | Shareholders/ Investors | No | Emails, Annual General meeting, Quarterly / Annual Results, Website Information, Official Press Releases | Quarterly | Business sustainability, Economic performance |
| 3 | Customers | No | Regular customer meetings, Business visits, Sales visits, Customer satisfaction surveys | Quarterly | Quality, Timely delivery, Order placements |
| 4 | Suppliers | No | Regular supplier meetings, Suppliers assessments | Quarterly | Quality, Sustainability, Cost |
| 5 | Regulators | No | Compliance meetings, Industry associations, Events, Telephonic, Video conferences and Emails | Annually | Compliance and Policy advocacy |

SECTION C PRINCIPLE 5

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

| Category | FY2023-24 | | | FY2022-23 | | |
|----------------------|-----------|--|-----------|-----------|--|-----------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total(C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 833 | 612 | 73% | 796 | 557 | 70% |
| Other than permanent | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Employees | 833 | 612 | 73% | 796 | 557 | 70% |
| Workers | | | | | | |
| Permanent | 0 | 0 | 0.0% | 0 | 0 | 0.0% |
| Other than permanent | 1138 | 715 | 63% | 1109 | 665 | 60% |
| Total Workers | 1138 | 715 | 63% | 1109 | 665 | 60% |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)**EI-2. Details of minimum wages paid to employees, in the following format:**

| Category | FY2023-24 | | | | | FY2022-23 | | | | |
|-----------------------------|-----------|-----------------------|---------|------------------------|---------|-----------|-----------------------|---------|------------------------|---------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 809 | 0 | 0 | 809 | 100.00% | 783 | 0 | 0 | 783 | 100.00% |
| Female | 24 | 0 | 0 | 24 | 100.00% | 13 | 0 | 0 | 13 | 100.00% |
| Other than Permanent | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than Permanent | | | | | | | | | | |
| Male | 1120 | 0 | 0 | 1120 | 100.00% | 1090 | 0 | 0 | 1090 | 100.00% |
| Female | 18 | 0 | 0 | 18 | 100.00% | 19 | 0 | 0 | 19 | 100.00% |

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

| Gender | Male | | Female | |
|--|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category (₹ in Lacs) | Number | Median remuneration/ salary/ wages of respective category (₹ in Lacs) |
| Board of Directors (BoD) – Executive Directors | 3 | 96.02 | 0 | 0 |
| Board of Directors (BoD) – Independent Directors | 2 | 0 (Note 1) | 1 | 0 (Note 1) |
| Key Managerial Personnel | 3 | 64.91 | 0 | 0 |
| Employees other than BoD and KMP | 807 | 3.22 | 20 | 2.63 |
| Workers | 0 | 0 (Note 2) | 0 | 0 (Note 2) |

Remarks: Note 1: The Independent Directors are not paid remuneration but are paid Sitting and Attendance Fees of ₹ 8,000 per board meeting as well as committee meeting attended.

Note 2: The Company does not have any permanent workers.

EI-3. b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

| Particulars | FY2023-24 | FY2022-23 |
|---|-----------|-----------|
| Gross wages paid to females as % of total wages | 2.71 | 2.45 |

EI-4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. The Human Resource Department of the Company is responsible for addressing human rights impacts or issues.

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

Yes. Grievance Redressal is a part of our Code of Business Ethics and Conduct (COBEC) which is applicable to all employees, suppliers, business partners etc. COBEC states the procedures for reporting any concern, escalation matrix, complaints handling, and disciplinary actions.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

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

| | FY2023-24 | | | FY2022-23 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 0 | 0 | N.A. | 0 | 0 | N.A. |
| Discrimination at workplace | 0 | 0 | N.A. | 0 | 0 | N.A. |
| Child Labour | 0 | 0 | N.A. | 0 | 0 | N.A. |
| Forced Labour/Involuntary Labour | 0 | 0 | N.A. | 0 | 0 | N.A. |
| Wages | 0 | 0 | N.A. | 0 | 0 | N.A. |
| Other human rights related issues | 0 | 0 | N.A. | 0 | 0 | N.A. |

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

| Parameter | FY2023-24 | FY2022-23 |
|---|-----------|-----------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0 | 0 |
| Complaints on POSH as a % of female employees / workers | 0 | 0 |
| Complaints on POSH upheld | 0 | 0 |

EI-8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

We have implemented strong policies to prevent any type of discrimination or harassment to the complainant. These policies include the whistle-blower policy. Our Safety Committee investigates such matters with utmost confidentiality. Any person handling or dealing with any such complaint, and who contravenes our internal policies relating to confidentiality, is liable for disciplinary action. Our whistle blower policy provides necessary safeguards to all whistle blowers.

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

Yes

EI-10. Assessments for the year:

| Category | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child labour | 100 |
| Forced/involuntary labour | 100 |
| Sexual harassment | 100 |
| Discrimination at workplace | 100 |
| Wages | 100 |
| Others – please specify | 0 |

EI-11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

No significant risks or concerns were identified or had arisen from the above assessments. We have a continuous improvement mentality and hence continually monitor such matters and take adequate preventative and corrective actions as and when necessary.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)**SECTION C PRINCIPLE 6****EI-1. Details of total energy consumption (in Joules or multiples) and energy intensity.**

| Parameter | 2023-24 | 2022-23 |
|---|--------------|--------------|
| Total electricity consumption (A) (in GJs) | 2,52,316.40 | 2,48,320.43 |
| Total fuel consumption (B) (in GJs) | 7,99,675.31 | 8,29,737.02 |
| Energy consumption through other sources (C) (in GJs) | | |
| Total energy consumption (A+B+C) (in GJs) | 10,51,991.71 | 10,78,057.45 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees Lakhs) | 1246.48 | 1,285.87 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | - | - |

EI-1. 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

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

Not Applicable as the Company does not fall in the category of industries mandated under PAT scheme.

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

| Parameter | 2023-24 | 2022-23 |
|--|----------|----------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 1,59,246 | 1,60,830 |
| (ii) Groundwater | 1,04,234 | 1,05,910 |
| (iii) Third party water | 26,058 | 14,365 |
| (iv) Seawater / desalinated water | | 0 |
| (v) Others | | 0 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 2,89,538 | 2,81,105 |
| Total volume of water consumption (in kilolitres) | 2,89,538 | 2,81,105 |
| Water intensity per rupee of turnover (Water consumed / turnover) (KL / Crs) | 343 | 335 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | - | - |
| Water intensity in terms of physical output | - | - |

EI-3. 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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

EI-4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

| Parameter | FY2023-24 | FY2022-23 |
|--|-----------|-----------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | - | - |
| - No treatment | - | - |
| With treatment – please specify level of treatment | - | - |
| (ii) To Groundwater | - | - |
| - No treatment | - | - |
| With treatment – please specify level of treatment | - | - |
| (iii) To Seawater | - | - |
| - No treatment | - | - |
| With treatment – please specify level of treatment | - | - |
| (iv) Sent to third-parties | - | - |
| - No treatment | - | - |
| With treatment – please specify level of treatment | - | - |
| (v) Others | - | - |
| - No treatment | - | - |
| With treatment – please specify level of treatment | - | - |
| Total water discharged (in kilolitres) | | |

EI-4. 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

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

Yes, the entity has implemented a mechanism for Zero Liquid Discharge, whereby treated wastewater is reused back in the manufacturing process and for cooling tower, gardening, and toilet flushing. Hence there is no discharge of wastewater from our plants. The entity is also focused on reducing water intake by utilizing treated wastewater within the manufacturing process and thereby reducing demand for fresh water.

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

| Parameter | Please specify unit | FY2023-24 | FY2022-23 |
|-------------------------------------|---------------------|-----------|-----------|
| NOx | Mg/Nm ³ | 90.42 | 82.56 |
| SOx | Mg/Nm ³ | 56.84 | 81.20 |
| Particulate matter (PM) | Mg/Nm ³ | 219.3 | 194.58 |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | - | - | - |
| Others – please specify | - | - | - |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)**EI-6. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes. Independent assessments undertaken by Environment Management Inc., National Analytical Laboratories and Research Centre, and SV Enviro Labs and Consultants.

EI-7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO₂E & its intensity, in the following format:

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|---|---|---------------|---------------|
| 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 | 3683.88 | 3,508.46 |
| 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 | 52519.77 | 55,872.10 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover | Metric tonnes of CO ₂ equivalent / crore rupee of turnover | 66.59 / Crore | 70.83 / Crore |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | -- | -- | -- |

EI-7. 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

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

No. However, we are focusing on energy efficiency through process improvements and investments in newer technologies. Over the years, the entity has implemented measures like installation of Vapour Absorption Machines (VAM), automation in tube cleaning system of Heating, Ventilation and Air Conditioning (HVAC), and installation of energy efficient equipment such as chillers, AHUs, motors, fans, pumps, agitators, and ESP with boilers. We have also adopted a general practice to have green measures for our manufacturing plants like maintaining green belts as per the government rules, plantation on the boundary wall of each plant, and rainwater harvesting.

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

| Parameter | FY2023-24 | FY2022-23 |
|--|-------------|-------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 35.43 | 37.17 |
| E-waste(B) | | 0 |
| Bio-medical waste (C) | | 0 |
| Construction and demolition waste (D) | | 0 |
| Battery waste (E) | | 0 |
| Radioactive waste (F) | | 0 |
| Other Hazardous waste. Please specify, if any. (G) | 1295.76 | 1,196.15 |
| Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector) | 1613.36 | 1,500.00 |
| Total (A + B + C + D + E + F + G + H) | 2944.55 | 2,733.32 |
| Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations) (MT/Cr) | 3.49 | 3.26 |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

| Parameter | FY2023-24 | FY2022-23 |
|--|----------------|----------------|
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste – Plastic waste | | |
| (i) Recycled | 30.55 | 31.83 |
| (ii) Re-used | 0 | 0 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 30.55 | 31.83 |
| Category of waste - Other Non-Hazardous waste | | |
| (i) Recycled | 0 | 0 |
| (ii) Re-used | 1613.36 | 1500 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 1613.36 | 1500 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste - Plastic | | |
| (i) Incineration | 0 | 0 |
| (ii) Landfilling | 0 | 0 |
| (iii) Other disposal operations | 4.88 | 5.34 |
| Total | 4.88 | 5.34 |
| Category of waste - Other Hazardous waste. Please specify, if any | | |
| (i) Incineration | 0 | 0 |
| (ii) Landfilling | 0 | 0 |
| (iii) Other disposal operations | 1295.76 | 1196.15 |
| Total | 1295.76 | 1196.15 |

EI-9. 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

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

The entity has initiated measures to ensure waste minimisation, segregation of waste at source, and reusing non-hazardous waste in a scientific and systematic manner in line with the guidelines prescribed in the Hazardous Waste Management Rules 2016. Practices have been implemented to manage such waste and air pollution equipment such as wet scrubber, bag filters, silos, ventilators, and boiler chimneys are adopted to reduce usage of Hazardous and toxic chemicals from our products. We also securely store the hazardous waste and is disposed off through re-cyclers and re-processors authorised by the Pollution Control Board.

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

| S. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------|--------------------------------|--------------------|---|
| 1 | N.A. | N.A. | N.A. |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

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

| S. No. | Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|--------|-----------------------------------|----------------------|------|---|--|-------------------|
| 1 | N.A. | 0 | N.A. | N.A. | N.A. | N.A. |

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

Yes

| 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 |
|--------|---|---------------------------------------|---|---------------------------------|
| 1 | N.A. | N.A. | N.A. | N.A. |

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

EI-1.a. Number of affiliations with trade and industry chambers/ associations.

1. Indian Laminate Manufacturers Association 2. Association of Indian Panel board Manufacturer 3. Gujarat Chambers of Commerce and Industry 4. Federation of Indian Export Organisation

EI-1.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 | Indian Laminate Manufacturers Association | National |
| 2 | Association of Indian Panel board Manufacturer | National |
| 3 | Gujarat Chambers of Commerce & Industry | State |
| 4 | Federation of Indian Export Organisations | National |

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

| S. No. | Name of authority | Brief of the case | Corrective action taken |
|--------|-------------------|-------------------|-------------------------|
| 1 | N.A. | N.A. | N.A. |

SECTION C PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

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

| S. No. | Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|--------|---|----------------------|----------------------|---|--|-------------------|
| 1 | As per applicable laws, SIA is not currently applicable for any of the projects undertaken by the Company. However, the Company assesses the effectiveness of all projects undertaken voluntarily | N.A. | N.A. | N.A. | N.A. | N.A. |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)

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

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In ₹) |
|--------|--|-------|----------|---|--------------------------|---------------------------------------|
| 1 | N.A. | N.A. | N.A. | 0 | 0 | 0 |

EI-3. Describe the mechanisms to receive and redress grievances of the community.

Community members can approach us through various platforms, e.g., website, email communications, etc. Concerns are recorded, investigated for genuineness and necessary corrective actions are taken. To prevent similar complaints from arising again, prompt follow-up and resolution of the concerns are undertaken. Further, our whistle blower policy contains precise clauses and a systematic process to act on stakeholder grievances. Regular engagements (including personal interactions through our employee volunteers) with the communities particularly where we run our CSR initiatives are undertaken to obtain feedback and redress grievances. Every year, we also carry out community need assessments to determine the needs of the communities and we work closely with marginalised and vulnerable stakeholders to meet their needs / redress any grievance through our CSR initiatives.

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

| Category | FY2023-24 | FY2022-23 |
|--|-----------|-----------|
| Directly sourced from MSMEs/ small producers | 13.75 | 11.94 |
| Sourced directly from within India | 75.15 | 31.30 |

EI-5. Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost. (Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

| Location | FY2023-24 | FY2022-23 |
|--------------|-----------|-----------|
| Rural | 24.36 | 32.19 |
| Semi-urban | 13.64 | 14.41 |
| Urban | 18.9 | 11.47 |
| Metropolitan | 43.08 | 41.92 |

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

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

The mechanisms in place to receive and respond to consumer complaints and feedback involves technical verification undertaken by the technical team, a local sales representative visits the complained site and fills the complaint attendance report after attaching required supporting documentation before sending it to the Head Office. At the Head Office, after appropriate verification and approvals, either a credit note, or relevant compensation will be given to the complainant where required.

EI-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 | Yes, the Company adheres to all applicable laws and regulations regarding product labelling and displays relevant information on it. The majority of product labelling includes data about safe and responsible usage. |
| Safe and responsible usage | |
| Recycling and/or safe disposal | |

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) (CONTD.)**EI-3. Number of consumer complaints in respect of the following:**

| | 2023-24 | | | 2022-23 | | |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | 0 | 0 | -- | 0 | 0 | -- |
| Advertising | 0 | 0 | -- | 0 | 0 | -- |
| Cyber-security | 0 | 0 | -- | 0 | 0 | -- |
| Delivery of essential services | 0 | 0 | -- | 0 | 0 | -- |
| Restrictive Trade Practices | 0 | 0 | -- | 0 | 0 | -- |
| Unfair Trade Practices | 0 | 0 | -- | 0 | 0 | -- |
| Other | 0 | 0 | -- | 0 | 0 | -- |

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

| Category | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0 | N.A. |
| Forced recalls | 0 | N.A. |

EI-5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, we have a policy. Weblink is - <https://rushil.com/admin/uploads/7/10/IT-cum-Cyber-Security-Policy.pdf>

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

N.A.

EI-7. Provide the following information relating to data breaches

- Number of instances of data breaches along-with impact- None
- Percentage of data breaches involving personally identifiable information of customers- None
- Impact, if any, of the data breaches- Not Applicable