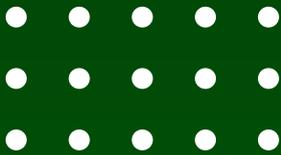


Emami Limited

GRI Report

Financial Year 2024-25



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203 - 2	Significant indirect economic impacts	p. 24	N/A	Absence of standardized measurable framework to quantify and validate.
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GRI 205: Anti-corruption 2016				
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301 - 2	Recycled input materials used	p. 30	N/A	No recycled input material used in reporting period but committed to targets taken for FY 25-26
301 - 3	Reclaimed products and their packaging materials	p. 30	N/A	Considering the nature of products, reclaiming products or packaging is not an option for Emami
GRI 302: Energy 2016				
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302 - 2	Energy consumption outside of the organization	p. 30	N/A	No standard methodology to measure the energy consumption outside of the organization
302 - 3	Energy intensity	p. 30		
302 - 4	Reduction of energy consumption	p. 31		
302 - 5	Reductions in energy requirements of products and services	p. 31	N/A	Our sold products and services do not consume energy during their use.
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303 - 2	Management of water discharge-related impacts	p. 31		
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303 - 4	Water discharge	p. 32 - 33		
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GRI 304: Biodiversity 2016				
304 - 1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p. 33	N/A	Emami Limited does not have any manufacturing units or offices around ecologically sensitive areas.
304 - 2	Significant impacts of activities, products and services on biodiversity	p. 34	N/A	
304 - 3	Habitats protected or restored	p. 34	N/A	
304 - 4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	p. 34	N/A	
GRI 305: Emissions 2016				
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305 - 4	GHG emissions intensity	p. 34		
305 - 5	Reduction of GHG emissions	p. 35		
305 - 6	Emissions of ozone-depleting substances (ODS)	p. 35	N/A	The organization does not produce these emissions.
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GRI 404: Training and Education 2016				
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GRI 406: Non-discrimination 2016				
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407 - 1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p. 47		
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408 - 1	Operations and suppliers at significant risk for incidents of child labor	p. 47		
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409 - 1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 47		
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414 - 2	Negative social impacts in the supply chain and actions taken	p. 49		
GRI 415: Public Policy 2016				
415 - 1	Political contributions	p. 49	N/A	The organization does not provide political contributions.
GRI 416: Customer Health and Safety 2016				
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General Disclosures

Disclosure 2-1 Organizational details

Legal Name	Emami Limited
Nature of ownership and legal form	Listed Entity
Headquarters' Location	Kolkata, India
Countries of operation	India

Disclosure 2-2 Entities included in the organization's sustainability reporting

The scope of this report is Emami Limited on a standalone basis.

Disclosure 2-3 Reporting period, frequency and contact point

Reporting Period	April 2024 to March 2025
Frequency of reporting	Annually
Reporting Period for financial reporting	April 2024 to March 2025
Contact Point for questions about the report	Dr. Ankur Chaturvedi Email: esg@emamigroup.com

Disclosure 2-4 Restatements of information

Emami Limited has undertaken GRI-based sustainability reporting for the first time. The data and disclosures presented in this report are aligned with the Business Responsibility and Sustainability Reporting (BRSR) framework mandated by SEBI. As SEBI guidelines evolve, the sustainability reporting data and scope will be reviewed and revised periodically to ensure consistency, compliance and alignment with regulatory expectations.

Disclosure 2-5 External assurance

As per relevant regulations, reasonable assurance is not applicable to Emami Ltd. for the reporting period. However, as a responsible corporate, various aspects relating to the principles of NGRBC are covered by audits of reputed accredited agencies.

Det Norske Veritas (DNV) audits and certifies all Manufacturing units on the following standards:

- ISO 9001: Quality Assurance
- ISO 14001: Environmental Assurance
- ISO 45001: Occupational Health and Safety Assurance

The risk management systems of Emami Ltd. have been certified ISO 31000:2018 by MS Cert.

The Corporate Quality Assurance Department has been certified ISO 9001.

The Corporate Analytical and Design Excellence Laboratories have been NABL accredited.

Disclosure 2-6 Activities, value chain and other business relationships

Description of Main Activity	Description of Business Activity	Product/service
Marketing and Manufacture of FMCG products	Engaged in the manufacture and selling of consumer goods like personal care and health care products	<ul style="list-style-type: none"> • ‘Ayurvedic’ or ‘Unani’ pharmaceutical preparation • Cosmetics and toiletries • Hair Oils, Hair Dyes, Shampoos, etc

Markets Served:

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	20*

**On a standalone basis*

Disclosure 2-7 Employees

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent (D)	2162	1959	90.61%	203	9.39%
Other than permanent (E)	67	60	89.55%	7	10.45%
Total employees (D+E)	2229	2019	90.58%	210	9.42%

Disclosure 2-8 Workers who are not employees

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent (F)	1055	861	81.61%	194	18.39%
Other than permanent (G)	2742	2138	77.97%	604	22.03%
Total workers (F+G)	3797	2999	79%	798	21%

Disclosure 2-22 Statement on sustainable development strategy

In FY 2024–25, Emami Limited deepened its commitment to responsible and inclusive growth by embedding sustainability into the core of its strategy and operations. In response to the global imperative for environmental stewardship and social equity, we have aligned our practices with evolving ESG expectations and stakeholder priorities. At Emami, sustainability is not treated as an add-on—it is integral to how we operate, make decisions, and create long-term value.

Our environmental and social frameworks are built on three pillars: responsibility, resilience, and respect—for nature, for people, and for the future. In a rapidly changing world, where consumers demand ethical practices and regulatory scrutiny continues to intensify, we recognize that transparency, sustainable sourcing, and climate-resilient operations are key to building enduring trust and business relevance.

In the reporting period, we made measurable progress in improving our sustainability performance. By adopting energy-efficient technologies, including upgrades in high-power equipment like HVAC

systems and compressors, we saved 145,687 units of electricity—well surpassing our reduction target. Our water conservation initiatives achieved a 20,236 KL reduction, five times our original goal. We also reduced 1,568 tCO₂e in emissions, far exceeding our 358 tCO₂e target, highlighting the impact of our low-carbon transition efforts.

We advanced our commitment to the circular economy by promoting the 5R approach—Record, Reduce, Reuse, Recycle, and Reject—across operations. Waste management systems were strengthened, and awareness was raised across teams. Simultaneously, we scaled our digital ESG platform to foster deeper engagement with suppliers and partners, equipping them with the tools and knowledge to drive shared sustainability outcomes. This ecosystem-wide approach is supported by active mentorship and leadership engagement across the organization.

On the social front, Emami's community development initiatives continued to deliver meaningful change. Through our structured programs focused on education, healthcare, sanitation, vocational training, and livelihood generation, we positively impacted over 6.76 lakh lives. These efforts reflect our unwavering belief in equitable development and our responsibility to contribute to national priorities.

Looking ahead, we remain aware of the growing complexities in the ESG landscape. However, we see this as an opportunity—to innovate, collaborate, and lead with accountability. Emami Limited remains steadfast in its pursuit of stakeholder-centric sustainability, committed to building a future that delivers lasting value for people, the planet, and the business.

Disclosure 2-23 Policy commitments

Emami's business philosophy places stakeholder well-being at its core. The CARE Policy Framework is a comprehensive and forward-thinking ESG blueprint that reinforces the company's resolve to integrate environmental stewardship, social responsibility, and sound governance into every layer of its operations.

The CARE framework, an acronym for Commitment to Accountability, Responsibility and Environment is not just a compilation of policies; it is a manifestation of Emami's deeply held belief that business success and societal well-being must go hand in hand. Covering 32 distinct areas, from climate action and water management to human rights, anti-corruption, and product life cycle stewardship, amongst others the framework brings clarity, structure, and intent to Emami's ESG journey. Each policy is designed with a clear purpose, measurable objectives, and a robust governance mechanism to ensure effective implementation across the organization's diverse value chain. These policies are not siloed initiatives but are woven into the fabric of the company's strategic and operational decision-making, guided by the ESG & CSR Committee at the Board level and driven by cross-functional teams on the ground.

Emami's long-standing focus on community upliftment has been further institutionalized through its CSR policy, which aligns with national priorities and global goals such as the Sustainable Development Goals (SDGs). Whether through supporting women's empowerment, skill development, healthcare, or education in underserved areas, the company's interventions are thoughtful, impact-driven, and sustained.

Emami's policies on corporate governance, anti-bribery, data privacy, and stakeholder engagement reflect a deep-seated culture of transparency, accountability, and ethical conduct. Regular training, reporting, and grievance mechanisms ensure that these principles are not only documented but practiced consistently across all business units.

All Company policies, including those on responsible business conduct and human rights, have been approved by the Board and disclosed on the Company's website: <https://www.emamilttd.in/wp-content/uploads/2023/08/17160614/BRSR-Policy.pdf>

Disclosure 2-24 Embedding policy commitments

At the highest level, the ESG & CSR Committee of the Board provides strategic oversight and guidance on the organization's environmental, social, and governance policy commitments, ensuring alignment with the company's long-term sustainability objectives. The Corporate ESG Team, headquartered at the corporate office, is led by an ESG - Lead who oversees the development, coordination, and monitoring of ESG initiatives across the organization. This team is supported by designated Single Points of Contact (SPOCs) in each department and at every operational location, ensuring consistent implementation and communication of ESG policies throughout the company. Each departmental head holds direct responsibility for executing these policies within their respective domains, translating strategic directives into actionable programs. The Corporate ESG Team closely monitors performance against defined ESG targets, analyzing progress, identifying gaps, and implementing corrective measures as necessary. These results, along with key insights and recommendations, are systematically presented to the ESG & CSR Committee during their meetings, facilitating informed decision-making and continuous improvement in the company's sustainability practices.

Disclosure 2-25 Processes to remediate negative impacts

Every project undertaken by Emami Limited is subjected to a mandatory Environmental Impact Assessment (EIA) before initiation, ensuring that potential environmental risks and implications are systematically identified and evaluated at the earliest stage. In cases where negative impacts are anticipated, a comprehensive remediation plan is developed and integrated into the project design itself, enabling proactive mitigation and minimizing adverse effects on the environment. Emami Limited also maintains a well-documented Grievances Redressal Policy, which is clearly communicated to all stakeholders and made publicly accessible through the company's website, ensuring transparency and accountability. All grievances received from stakeholders—including employees, suppliers, customers, and local communities—are meticulously recorded, tracked, and forwarded to the relevant teams or departments responsible for resolution. The company ensures timely follow-up on each grievance and monitors the implementation of corrective actions, fostering a culture of responsiveness and trust. This systematic approach reflects Emami Limited's commitment to environmental stewardship, stakeholder engagement, and responsible corporate governance, reinforcing the company's broader sustainability and social responsibility objectives.

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		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.emamilttd.in/wp-content/uploads/2023/08/17160614/BRSR-Policy.pdf	0	0	-
Investor (other than shareholders)	NA	-	-	-
Shareholders	Yes https://www.emamilttd.in/investors/investors-services/	9	0	-
Employees and workers	Yes https://www.emamilttd.in/wp-content/uploads/2023/08/17160614/BRSR-Policy.pdf	0	0	-
Customers	Yes https://www.emamilttd.in/wp-content/uploads/2023/08/17160614/BRSR-Policy.pdf	262	0	-
Value chain partners	Yes https://www.emamilttd.in/wp-content/uploads/2023/08/17160614/BRSR-Policy.pdf	0	0	-
Other (Specify)	NA	-	-	-

Disclosure 2-26 Mechanisms for seeking advice and raising concerns

Emami Limited has established multiple accessible channels to seek advice from individuals on implementing the organization's policies and practices related to responsible business conduct, as well as to raise concerns regarding the company's business conduct. These channels include dedicated e-mail addresses, telephone lines, and a physical correspondence address, all of which are publicly shared to ensure transparency and accessibility. In addition, the Corporate ESG Team, during their regular site visits, engages directly with employees, suppliers, and other stakeholders to seek feedback, clarify policy expectations, and provide perspectives on responsible business practices. All concerns raised through these channels are duly recorded, assessed, and forwarded to the relevant teams for timely resolution, ensuring accountability and fostering a culture of ethical and responsible business conduct across the organization.

Disclosure 2-27 Compliance with laws and regulations

During the reporting period (FY 2024-25), no material fines/ penalties/ compounding fees and non-monetary sanctions (including punishment or award), as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 was paid in proceedings by Emami Limited or directors/ KMPs of Emami Limited to regulators/ law enforcement agencies/ judicial institutions.

Monetary	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL			
Settlement	NIL			
Compounding Fee	NIL			
Non-Monetary	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	NIL			
Punishment	NIL			

In the previous reporting period (FY 2023-24), Emami Limited did not incur any monetary fines or non-monetary sanctions, as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015.

Disclosure 2-28 Membership associations

S. No.	Name of the trade and industry chambers/ Associations
1	FICCI - Federation of Indian Chambers of Commerce & Industry
2	CII - Confederation of Indian Industry
3	ICC – Indian Chamber of Commerce
4	MCCI - Merchants' Chamber of Commerce & Industry
5	Bharat Chamber of Commerce

Disclosure 2-29 Approach to stakeholder engagement

Emami Limited has an approved policy on stakeholder engagement under the ESG Policy Framework. We have evolved a structured framework for engaging with our stakeholders. Our stakeholder identification approach takes into consideration dependency, spontaneity, responsibility, vulnerability, and materiality while identifying our key stakeholder groups, taking into consideration all entities that have a direct and indirect influence on business operations.

Stakeholder Group	Vulnerable Group (Yes/No)	Channels of communication	Frequency	Purpose and scope of engagement
Customers	No	<ul style="list-style-type: none"> Consistent brand advertising Engagement events Exhibitions / Fair / Salon channels Social Medial platforms 	Continuous	<ul style="list-style-type: none"> Quality and affordability of products Quick and effective complaint resolution Product features & efficacy
Government and competent authorities	No	<ul style="list-style-type: none"> Inspections and Audits on a requirement basis Compliance reports 	Need-Basis	<ul style="list-style-type: none"> Meeting legal and regulatory requirements Social and environmental responsibility

Stakeholder Group	Vulnerable Group (Yes/No)	Channels of communication	Frequency	Purpose and scope of engagement
				<ul style="list-style-type: none"> Contribution to taxes & levy charges
Employees and Workers	No	<ul style="list-style-type: none"> Health and well-being drives Safety awareness meets Appraisal and feedback Offsite engagement activities Concern handling mechanisms Induction and learning sessions Commemorative celebrations Email. Meetings, Notice Board 	Continuous	<ul style="list-style-type: none"> Growth through learning and advancement Recognition of contributions Respect for individual rights Safety, cybersecurity, and emergency preparedness Healthy and supportive workplace
Suppliers	No	<ul style="list-style-type: none"> Face to face meeting with suppliers and vendors E-mail, Phone Communication Vendor assessment and audit Suppliers meet 	Continuous	<ul style="list-style-type: none"> Business review (Price, Service & Quality) Sustainability initiative Safety management Ethics and transparency
Investors and Shareholder (s)	No	<ul style="list-style-type: none"> Investor and analyst presentations and conference calls Media releases Quarterly presentations and published results Annual General Meetings Investor section of the Corporate Website Designated Email ID and system for registering and redressal of investor complaints 	Quarterly and Need basis	<ul style="list-style-type: none"> Growth in revenue, EBITDA, and returns on investment Gearing, solvency, and liquidity position Security over assets, ethical stewardship of investments, and good corporate governance Transparent disclosure Improvements in ESG disclosure

Stakeholder Group	Vulnerable Group (Yes/No)	Channels of communication	Frequency	Purpose and scope of engagement
		<ul style="list-style-type: none"> Roadshows 		
Local Communities	Yes	<ul style="list-style-type: none"> CSR Centres Community need assessment Frequent Community Visits 	On a need basis	<ul style="list-style-type: none"> Affordable health care Access Hygiene & sanitation facilities Quality education opportunities Student counselling and teacher training Skill development for Livelihood enhancement Promotion of Sports for community engagement and leadership development among students

Disclosure 2-30 Collective bargaining agreements

Emami Limited is a responsible employer that upholds all applicable labour and employment regulations, reflecting its commitment to fairness, inclusivity, and compliance. It recognises the right to freedom of association and collective bargaining, thereby fostering an environment of mutual trust and dialogue. Worker unions are present in Emami Limited’s factories, serving as an additional institutionalized platform for raising concerns and resolving grievances, complementing the company’s formal grievance redressal mechanisms.

Through established collective bargaining processes, wages and working conditions for unionized workers are negotiated transparently and in good faith, ensuring that outcomes are fair, equitable, and aligned with industry benchmarks. These agreements are subject to periodic review to remain responsive to evolving employee needs, market standards, and regulatory requirements. Importantly, Emami Limited ensures that working conditions for all workmen, whether unionized or non-unionized, are consistent, safe, and aligned with the company’s broader commitment to employee welfare and workplace dignity.

In addition to these structured mechanisms, the company continuously monitors workplace practices, engages in dialogue with employee representatives, and invests in maintaining a safe, respectful, and inclusive work environment. This holistic approach reinforces Emami Limited’s dedication to promoting employee well-being, protecting labour rights, and building a culture of accountability and shared responsibility across its operations.

	FY 24-25
Percentage of total employees (workers) covered by collective bargaining agreements	91.94%

Materiality Assessment

Disclosure 3-1 Process to determine material topics

Identification of Laundry List of topics

- Aligned sector-specific sustainability topics with GRI, SASB, and DJSI standards.
- Identified Dabur, Marico, and Godrej as key FMCG peers.
- A laundry list of 23 topics based on peer practices, industry standards, and global sustainability frameworks were identified.

Stakeholder Consultation

- Identified key external and internal stakeholders (engaging key managerial personnel from functions including ESG, Packaging, Operations, HR, Legal)
- Collected stakeholder input through questionnaires and scoring templates. Respondents rated the topics on a five-point scale, which enabled the classification of issues into high, medium and low priority.
- Analyzed responses to determine average materiality scores by group.

Development of Materiality Matrix

- Prioritized material topics into three tiers based on average scores.
- Created a materiality map to visually present key findings.

At Emami Limited, management representatives systematically assess the influence of identified material topics on the company's day-to-day operations. This evaluation integrates Emami's sustainability goals, business strategies, policies, and global market dynamics, supplemented by insights from stakeholder consultations to capture external perspectives. After analyzing stakeholder input, senior management validates and prioritizes material topics, paving the way for the formulation of strategies to integrate them into operational frameworks.

Disclosure 3-2 List of material topics

Category	Sl. No.	List of Material Topics
Environmental	1	Waste Management
	2	Circular Economy
	3	Water and Effluents
	4	Energy Resource Planning
	5	Climate Change
Social	6	Human rights
	7	Community Welfare
	8	Occupational Health and Safety
	9	Employee Well Being
Governance	10	Corporate Governance
	11	Responsible Business Conduct
	12	Consumer Health, Wellness and Benefits
	13	Regulatory Compliance
	14	Product Safety
	15	Standards Compliance Management

Disclosure 3-3 Management of material topics

Material issue identified	Impacts	Approach to adapt or mitigate
Waste Management and Circular Economy	<p>Stricter EPR norms and other regulations increase costs for licensing, audits, and reporting. Extensive use of plastic and mixed materials adds complexity to waste management.</p> <p>Investing in eco-friendly packaging drives innovation in R&D and enhances supply chain efficiency, positioning Emami as a sustainability-focused brand.</p> <p>Proactive compliance with environmental regulations strengthens brand credibility, builds consumer trust, and opens access to environmentally conscious markets.</p>	<p>Emami adopts the 5R principles—Record, Reduce, Reuse, Recycle, Reject—to enhance resource efficiency. Multiple projects have been initiated to explore use of waste productively by upcycling and alternate uses.</p> <p>Since FY2023–24, Emami has ensured 100% recycling of plastic waste, achieving Plastic Neutrality and compliance under the Extended Producer Responsibility (EPR) framework of the CPCB.</p> <p>We have started use of bio-degradable/compostable polybags in our secondary packaging to reduce our reliance on plastics and move towards sustainable packaging.</p> <p>We actively engage with government bodies, NGOs, and industry partners to drive scalable, circular solutions across our value chain.</p>
Water and Effluents	<p>A significant reliance on groundwater exposes our operations to potential disruptions due to depleting reserves and increasing regulatory scrutiny.</p> <p>Emami has one manufacturing unit in water-stressed region, making water supply disruptions a potential risk to production continuity.</p> <p>Increasing pressure on conventional water sources due to population growth and climate variability may result in inconsistent water availability, impacting operational continuity.</p>	<p>Focus on rainwater harvesting systems to recharge groundwater and reduce reliance on freshwater sources. This aligns with our goal of sustainable water usage across operations.</p> <p>Through advanced effluent treatment plants (ETPs), we ensure treated water exceeds statutory parameters, which is then repurposed for various operational needs, reducing freshwater consumption.</p> <p>We are working towards achieving Zero Liquid Discharge (ZLD) across all manufacturing sites, ensuring no wastewater is discharged, and promoting a closed-loop system</p> <p>We constantly monitor the vulnerability of water sources in high water stress areas to implement targeted conservation measures and replenish the water sources.</p>
Energy Management & Climate Change	<p>Climate change-induced erratic weather patterns are having an unpredictable impact on cultivated and natural medicinal herbs, which are essential raw materials for Emami's products.</p> <p>Cost of generating and procuring energy is a key expense for Emami.</p>	<p>To mitigate energy-related risks, we are committed to systematically reducing our energy intensity year-on-year through operational excellence, process optimization, and continuous monitoring. All manufacturing facilities will implement a robust Energy Management System by 2026, enabling structured performance tracking, accountability, and targeted improvements in energy use.</p>

Material issue identified	Impacts	Approach to adapt or mitigate
	<p>Increase in energy consumption and rising costs of energy pose a risk. However, projects to drive efficiency and migration to better sources of energy provide an opportunity.</p> <p>Extreme weather conditions, such as floods and droughts, can disrupt Emami's supply chain and manufacturing operations, leading to potential production delays and increased costs.</p> <p>A growing consumer awareness of climate change can impact consumer preferences for products with lesser climate impact.</p>	<p>Infrastructure and equipment upgrades form a core part of our strategy. We include energy performance criteria in all new equipment purchases and facility designs to ensure long-term energy efficiency. Key initiatives such as upgrading to LED lighting, adopting energy-efficient HVAC systems, optimizing compressed air systems, and installing waste heat recovery systems further enhance our operational energy profile.</p> <p>To address climate risk, we aim to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by increasing the share of renewable energy across our operations, transitioning to low-emission technologies, and implementing energy efficiency measures wherever feasible.</p> <p>Our climate mitigation strategy also extends across the value chain. We will actively engage suppliers and partners to align with our climate targets, foster innovation, and promote sustainable practices.</p> <p>We shall integrate climate considerations into corporate strategy, capital investments, and business continuity planning. We are committed to strengthening operational and supply chain resilience against climate risks, collaborating with industry peers for collective action, and maintaining transparency through regular disclosures on climate-related risks, progress, and opportunities.</p>
Human Rights	<p>Evolving human rights regulations may pose compliance challenges in the supply chain, affecting operations and reputation.</p> <p>Growing stakeholder focus on ethical sourcing heightens the risk of reputational damage if standards are not upheld.</p> <p>Any lapse in human rights practices can erode consumer trust and brand equity.</p> <p>Increasing investor expectations on ethical conduct may impact access</p>	<p>Emami is committed to upholding human rights across its operations and value chain. Our Human Rights Policy, embedded within the broader ESG framework and reinforced by our Code of Conduct, ensures zero tolerance for violations. A formal grievance redressal mechanism is in place to promptly address concerns, reinforcing Transparency, accountability, and stakeholder trust</p>

Material issue identified	Impacts	Approach to adapt or mitigate
	to capital and long-term value creation.	
Community Welfare	<p>Proactive community engagement fosters long-term stakeholder trust and reinforces the brand’s social license to operate.</p> <p>Changing perceptions around the social obligations of corporates presents an opportunity to lead with purpose and create lasting impact.</p>	<p>We implement targeted programmes and collaborate with reputable institutions to improve access to quality healthcare, education and social upliftment. Some of our key initiatives include Swasthya, Sanjeevani, Sukanya, Padho India Padho, Jankalyan, Swachhata.</p>
Occupational Health and Safety	<p>Workplace accidents and health-related incidents can result in substantial direct costs such as medical expenses and compensation claims, as well as indirect costs like productivity loss, legal liabilities, and equipment damage.</p> <p>Inadequate training or failure to adopt best OHS practices may lead to operational disruptions, compliance violations, or workplace closures.</p> <p>Evolving regulatory expectations and growing stakeholder scrutiny make it imperative to maintain robust OHS standards to protect our workforce and uphold brand trust.</p> <p>Frequent or serious safety lapses can adversely affect employee morale, retention, and overall operational efficiency, posing long-term reputational and financial risks</p>	<p>We integrate OHS into strategic planning, facility design, procurement, and daily operations. Health and safety considerations are embedded into every business process, ensuring that risks are addressed at the source. This holistic approach helps in proactively safeguarding employee wellbeing and minimizing disruptions due to workplace hazards or incidents. We maintain full compliance with applicable OHS laws, regulations, and standards across all geographies. A structured compliance mechanism ensures timely updates and adherence to evolving norms. This minimizes legal exposure, fosters a culture of accountability, and reinforces Emami’s commitment to responsible and ethical operations.</p> <p>Every manufacturing site has a dedicated EHS officer who ensures a robust system is in place to identify hazards, assess associated risks, and implement effective control measures. Regular audits and safety inspections ensure that risks are addressed promptly. This preventive approach is designed to eliminate incidents before they occur and establish a strong foundation of safety resilience.</p> <p>We have innovatively used technology that allows employees, workers, visitors or anyone at the plant to seamlessly log hazards, ensuring swift action and enhanced transparency.</p> <p>Each employee undergoes a minimum of one Occupational Health & Safety (OHS) training</p>

Material issue identified	Impacts	Approach to adapt or mitigate
		program, with a targeted duration exceeding 2 man-days, reinforcing compliance, awareness, and a proactive safety culture throughout the organization.
Employee Well Being	<p>Employees are central to operational efficiency and long-term success. Poor well-being can result in decreased productivity, increased absenteeism, higher attrition rates, and potential mental and physical health concerns. These issues not only affect individual performance but can also disrupt team dynamics and harm organizational morale. Additionally, neglecting employee well-being poses reputational risks and may affect our ability to attract and retain top talent.</p> <p>Proactively investing in employee well-being enhances engagement, motivation, and loyalty, contributing directly to improved performance and innovation. It strengthens employer brand, fosters a positive workplace culture, and supports talent retention. A well-supported workforce is more resilient and aligned with the company's goals, making employee well-being a strategic opportunity.</p>	<p>We are committed to maintaining a safe, inclusive, and supportive workplace to reduce risks related to stress, accidents, and mental health concerns. Regular safety audits, ergonomic assessments, and mental health programs are conducted to proactively identify and mitigate workplace hazards and wellbeing issues. We implement preventive and promotive health initiatives such as periodic health check-ups, access to medical facilities, counselling support, and fitness programs. These measures help in early detection of health risks, encourage healthy habits, and minimize productivity loss due to illness or burnout.</p> <p>Regular training sessions on stress management, work-life balance, and respectful workplace behaviour- are conducted to build awareness and equip employees with coping strategies. These efforts foster a culture of psychological safety, reduce employee attrition, and improve engagement levels. The company enforces inclusive HR policies that address diverse employee needs including maternity/paternity support, flexible work options, and robust grievance redressal systems. By responding promptly to concerns and promoting equitable treatment, Emami reduces risks of dissatisfaction and workplace conflict.</p> <p>Key indicators related to absenteeism, employee satisfaction, and health incidents are continuously tracked. Feedback mechanisms such as surveys and suggestion systems enable real-time course correction. Regular policy reviews ensure that welfare practices evolve in line with employee expectations and emerging risks.</p>
Corporate Governance & Business Ethics	Lapses in corporate governance can lead to corruption, negligence, and fraud, damaging Emami's	Emami has a robust corporate governance framework, driven by strong leadership, that enables effective risk identification, evaluation,

Material issue identified	Impacts	Approach to adapt or mitigate
	<p>reputation and eroding stakeholder trust.</p> <p>Inadequate governance policies can result in moral and ethical issues, affecting relationships with stakeholders and jeopardizing long-term success.</p> <p>Strong governance frameworks foster transparency, accountability, and compliance, providing a foundation for long-term business growth and stakeholder trust.</p> <p>Ethical business practices differentiate Emami as a responsible brand, building trust and positioning the company for sustained competitiveness.</p>	<p>and mitigation. This dynamic structure upholds high standards of accountability and continually evolves to meet emerging challenges, thereby reinforcing stakeholder trust and ensuring long-term organizational resilience.</p> <p>Emami has implemented a comprehensive set of policies, including the Code of Conduct, Whistleblower Policy, etc, to uphold ethical business practices.</p> <p>The company emphasizes ethical marketing and transparency in product claims, fostering trust among consumers and stakeholders.</p> <p>Emami is dedicated to improving the socio-economic well-being of underserved communities through its CSR projects, promoting self-reliance and contributing to sustainable development.</p>
Consumer Health, Wellness and Benefits	<p>Emami is positioned to benefit from the growing consumer focus on health and wellness, enabling us to expand market share, enhance brand loyalty, and drive long-term growth through our product portfolio that promote well-being.</p> <p>By deeply engaging with consumers and aligning with their values, Emami can build stronger customer loyalty, increase satisfaction, and create long-term value, fostering sustainable business growth.</p>	<p>Emami Limited is actively building new engines of growth by investing in high-potential categories that will shape the future. Health foods, nutrition, pet care, and aloe-vera-based fruit juices are some of the deliberate strategic bets the company is pursuing. To strengthen this portfolio, Emami has also made strategic investments in companies such as Axiom Ayurveda Pvt. Ltd. and Tru Native F&B Pvt. Ltd.</p> <p>Additionally, our packaging is designed to promote transparency. We clearly disclose product ingredients, often along with their concentrations, to help consumers make informed choices, particularly those with specific preferences or sensitivities.</p>
Regulatory Compliance	Stringent regulatory requirements present a risk to Emami's reputation, with potential exposure to legal penalties, financial fines, and operational setbacks in the event of non-compliance.	Emami Limited is committed to full compliance with all applicable environmental, statutory, and regulatory requirements, ensuring sustainable practices across our operations and reinforcing our dedication to responsible business conduct.
Product Safety and Quality Management	With the evolving global regulatory landscape, Emami faces the risk of non-compliance if strict safety	Product safety is the cornerstone of Emami's business strategy. The product safety policy is a

Material issue identified	Impacts	Approach to adapt or mitigate
	<p>standards are not met, potentially leading to product recalls, legal implications, and damage to brand reputation.</p> <p>Emami focuses on enhancing product safety protocols and environmental footprint, reinforcing its position as a market leader with high-quality, safe, and environmentally responsible products.</p> <p>By prioritizing product safety and quality, Emami strengthens its brand reputation and differentiates itself in the marketplace, turning regulatory challenges into growth opportunities.</p>	<p>key component in the governance policy framework.</p> <p>Emami implements stringent quality control procedures, including SOPs for testing and traceability, ensuring all products meet safety standards and regulatory requirements.</p> <p>All manufacturing facilities are IMS certified and are regularly audited for compliance to GMP.</p>

ECONOMIC

Disclosure 201-1 Direct economic value generated and distributed

FY 24-25	Value (in Cr.)
Direct Economic Value Generated (G)	3,877
Direct Economic Value Distributed (D)	3,599
Direct Economic Value Retained (G-D)	278

Disclosure 201-2 Financial implications and other risks and opportunities due to climate change

Rationale for identifying the risk/opportunity and its impact	Approach to adapt or mitigate	Positive or negative implications
<p>Climate change-induced erratic weather patterns are having an unpredictable impact on cultivated and natural medicinal herbs, which are essential raw materials for Emami's products.</p> <p>Cost of generating and procuring energy is a key expense for Emami. Increase in energy consumption and rising costs of energy pose a risk. However, projects to drive efficiency and migration to better sources of energy provide an opportunity.</p> <p>Extreme weather conditions, such as floods and droughts, can disrupt Emami's supply chain and manufacturing operations, leading to potential production delays and increased costs.</p>	<p>To mitigate energy-related risks, we are committed to systematically reducing our energy intensity year-on-year through operational excellence, process optimization, and continuous monitoring. All manufacturing facilities will implement a robust Energy Management System by 2026, enabling structured performance tracking, accountability, and targeted improvements in energy use.</p> <p>Infrastructure and equipment upgrades form a core part of our strategy. We will include energy performance criteria in all new equipment purchases and facility designs to ensure long-term energy efficiency. Key initiatives such as upgrading to LED lighting, adopting energy-efficient HVAC systems, optimizing compressed air systems, and installing waste heat recovery systems will further enhance our operational energy profile.</p> <p>To address climate risk, we aim to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by increasing the share of renewable energy across our operations, transitioning to low-emission technologies, and implementing energy efficiency measures wherever feasible.</p>	<p>Negative – Investments in low-carbon technologies, renewable energy systems, and climate mitigation strategies entail substantial upfront costs. Additionally, climate-related disruptions in raw material availability and operations may impact financial performance.</p> <p>Positive – Solar power being generated at our locations is cheaper than grid power, providing savings while improving climate action. Cleaner fuels like PNG, bio-briquettes etc, offers higher fuel efficiency improving overall operational efficiency.</p>

Rationale for identifying the risk/opportunity and its impact	Approach to adapt or mitigate	Positive or negative implications
<p>A growing consumer awareness of climate change can impact consumer preferences for products with lesser climate impact.</p>	<p>Our climate mitigation strategy also extends across the value chain. We will actively engage suppliers and partners to align with our climate targets, foster innovation, and promote sustainable practices.</p> <p>We shall integrate climate considerations into corporate strategy, capital investments, and business continuity planning. We are committed to strengthening operational and supply chain resilience against climate risks, collaborating with industry peers for collective action, and maintaining transparency through regular disclosures on climate-related risks, progress, and opportunities.</p>	

Disclosure 201-3 Defined benefit plan obligations and other retirement plans

All employees of Emami Limited are entitled to statutory social security benefits, including Provident Fund (PF) and Gratuity, in accordance with applicable labour laws and regulations. The company ensures full compliance with these requirements and adopts a transparent approach to managing employee welfare benefits. Gratuity benefits are also extended to all eligible employees as per statutory provisions, providing long-term financial security and recognition of continued service. Through these measures, Emami Limited seeks not only to comply with legal mandates but also to go beyond by strengthening the financial resilience, security, and trust of its employees.

Disclosure 201-4 Financial assistance received from government

Parameter	FY 24-25
MAT Credit	Rs. 8,391 Lacs
Subsidies/ Financial Incentives	Rs. 3,602 Lacs
Financial Assistance related to export	Rs. 225 Lacs

**On a Standalone basis*

Disclosure 202-1 Ratios of standard entry-level wage by gender compared to local minimum wage

Emami Limited follows a fair and transparent wage policy. There is absolutely no discrimination in wages on the basis of gender. All employees are compensated at levels well above the statutory minimum wage requirements.

Minimum wages differ across our business locations depending upon the state they are located in. The largest number of entry-level workers are employed in state of Assam and the ratio of entry-level wage versus minimum wage is 1.1.

Disclosure 202-2 Proportion of senior management hired from the local community

Emami Limited upholds a policy of non-discrimination in all aspects of employment, including recruitment, promotion, and workplace practices. Consequently, the company does not maintain records on the basis of ethnicity, as employment decisions are guided solely by merit, skills, and business requirements. However, in line with regulatory norms and operational needs, all senior managers employed in the Indian entity are resident Indian citizens, ensuring compliance with local governance standards and alignment with the company’s operational framework.

Disclosure 203-1 Infrastructure investments and services supported

Emami Limited invested over INR 20 Cr. in expanding and upgrading in existing facilities. Most of this investments were made in rural/ under-developed areas. By channeling resources into these areas, the Company not only enhances its production efficiency but also contributes to local economic development through employment generation, infrastructure improvement, and community upliftment. This approach reflects Emami’s commitment to inclusive growth and long-term value creation for both business and society.

Disclosure 203-2 Significant indirect economic impacts

Emami Limited acknowledges that accurately quantifying the indirect impacts of its investments is challenging. However, with most of our facilities located in rural and under-developed regions, these investments play a vital role in fostering local development. Beyond enhancing operational capacity, they contribute to both direct and indirect employment opportunities, thereby creating a multiplier effect that supports livelihoods, stimulates local economies, and drives overall community well-being.

Disclosure 204-1 Proportion of spending on local suppliers

	FY 2024-25
Percentage of input material purchased locally (Directly from within India)	91%

GOVERNANCE

Disclosure 2-9 Governance structure and composition

The Board of Directors is the apex governing body at Emami and is responsible for setting our strategic direction, reviewing management policies and safeguarding the long-term interests of stakeholders. Comprising leaders from diverse professional backgrounds, the Board brings deep expertise and insight to its oversight role.

To ensure focused oversight, enhanced accountability and effective compliance, Emami's Board has constituted various committees in line with the Companies Act, 2013 and SEBI Listing Regulations, 2015 as follows:

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholders Relationship Committee
- Environmental, Social & Governance and Corporate Social Responsibility Committee
- Risk Management committee
- Finance and Management Committee

Each committee operates with defined roles and responsibilities, contributing to overall governance framework. The Board ensures effective governance through regular reviews and meetings, fostering transparency, ethical conduct, and responsible decision-making across the organisation.

The responsibility for decision-making and overseeing the management of the organization's impacts on the economy, environment, and people has delegated to ESG & CSR Committee of the Board. The Committee is chaired by a Whole-Time Director and includes the Managing Director, three other Whole-Time Directors, and one Independent Director.

Disclosure 2-10 Nomination and selection of the highest governance body

Emami Limited follows a formal and transparent process for the nomination and selection of members to ESG & CSR Committee, overseen by the Nomination and Remuneration Committee (NRC). The selection criteria take into account the views of key stakeholders to ensure alignment with their expectations. Diversity in terms of gender, expertise, experience, and background is promoted to enhance the effectiveness of the governance body.

The appointment of independent directors ensures unbiased oversight, while members are chosen based on competencies relevant to the Company's operations, ESG priorities, and business impacts, including leadership, strategy, finance, risk management, and sustainability. This approach ensures that the governance body is well-equipped to provide responsible and sustainable guidance.

Disclosure 2-11 Chair of the highest governance body

The ESG & CSR Committee of Emami Limited is chaired by Mr. Sushil K. Goenka, Whole-Time Director. With extensive industry experience, he oversees key functions including production, factory operations, procurement, and packaging across all units of the Company. Under his leadership, Emami has achieved excellence in quality management, earning numerous awards and recognitions. Having

previously served as Managing Director, Mr. Goenka combines strategic vision with strong people management skills, making him an effective leader for operations and team development.

Beyond his administrative and business acumen, Mr. Goenka is deeply committed to philanthropy. He plays a pivotal role in driving Emami's CSR initiatives and serves as Secretary of several Trusts, demonstrating his dedication to social development and community welfare.

Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts

The responsibility for overseeing the policies, goals, and strategies related to sustainable development at Emami Limited has been delegated to the ESG & CSR Committee of the Board. The ESG - Lead is tasked with monitoring the implementation of the BRSR policies and framework under the guidance of the Committee.

The ESG & CSR Committee reviews the Company's performance against specific KPIs and assesses overall ESG performance across all principles periodically, ensuring alignment with strategic objectives and regulatory requirements.

Disclosure 2-13 Delegation of responsibility for managing impacts

The ESG & CSR Committee of the Board provides strategic oversight of Emami Limited's impacts on the economy, environment, and people, ensuring alignment with long-term sustainability objectives. Responsibility for managing these impacts is delegated to the Corporate ESG Team, led by ESG -Lead, which develops, coordinates, and monitors initiatives across the organization. Designated Single Points of Contact (SPOCs) in each department and operational location support consistent implementation of policies. Departmental heads are accountable for translating strategic directives into actionable programs within their areas. The Corporate ESG Team tracks performance against defined targets, identifies gaps, and implements corrective actions. Progress, insights, and recommendations are presented to the ESG & CSR Committee during its meetings, enabling informed decision-making and continuous improvement in the management of the Company's environmental, social, and economic impacts.

Disclosure 2-14 Role of the highest governance body in sustainability reporting

The ESG & CSR Committee plays a central role in overseeing the Company's sustainability performance and reporting. Key responsibilities of the Committee include:

- Review of the ESG initiatives and reporting thereof of the Business Responsibility and Sustainability Reporting (BRSR) policy and other regulations applicable thereto.
- Formulate and recommend to the Board, a corporate social responsibility policy, Annual Action Plan which shall indicate the CSR activities to be undertaken by the Company as specified under the Companies Act, 2013, mechanism for monitoring and ensuring the action plan.
- Recommend the programme/project and amount of expenditure to be incurred on such programme/project.
- Monitor the expenses incurred as per the CSR policy of the Company from time to time.

Disclosure 2-15 Conflicts of interest

At the outset of each financial year, Directors provide a declaration of their interests in other entities, as required under Section 184 of the Companies Act, 2013. These disclosures are revised promptly if there are any subsequent changes. Should a situation of conflict arise during Board proceedings, it is duly reported, and the Director involved withdraws from participating in related conversations or decisions to maintain impartiality.

	FY 2024-25	
	Number	Remarks
Number of complaints received concerning issues of Conflict of Interest of the Directors	0	-
Number of complaints received concerning issues of Conflict of Interest of the KMPs	0	-

Disclosure 2-16 Communication of critical concerns

The organization describes that critical concerns, including those related to sustainable development, are communicated to the highest governance body through formal reporting and review mechanisms. The ESG team, headed by the ESG - Lead, communicates critical concerns to the ESG & CSR Committee of the Board on a quarterly basis through review meetings and structured ESG presentations.

	FY 24-25
Total number of critical concerns that were communicated during FY 24-25	0

Disclosure 2-17 Collective knowledge of the highest governance body

Emami Limited actively strengthens the collective knowledge, skills, and expertise of its ESG & CSR Committee to ensure effective oversight of the Company's sustainability initiatives. The Committee members bring diverse experience in leadership of large organizations, strategic planning, financial and risk management, and supply chain operations. Their strong understanding of governance, regulatory frameworks, and corporate ethics enables well-informed decision-making on ESG priorities. Members continuously enhance their competencies through internal briefings, training programs, and expert-led sessions on emerging sustainability trends, ESG regulations, and best practices, supporting the Company's long-term value creation for all stakeholders.

Disclosure 2-18 Evaluation of the performance of the highest governance body

Emami Limited has established a policy for the annual evaluation of the performance of the highest governance body and its Committees, including the ESG & CSR Committee of the Board. The Nomination and Remuneration Committee (NRC) has defined specific parameters and criteria for the evaluation process under this policy. The NRC conducts and reviews the performance assessment on an annual basis to ensure the Board's effectiveness, accountability, and alignment with the Company's strategic objectives.

Disclosure 2-19 Remuneration policies

The remuneration policy ensures that the remuneration to the directors, key managerial personnel and the senior management involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals. The remuneration policy adheres to the ‘pay-for-performance’ principle.

The Company’s policy on remuneration and appointment of Board members as mentioned in the Remuneration Policy have been disclosed on the Company’s website: <https://www.emamilttd.in/wp-content/uploads/2023/08/17155929/Remuneration-Policy-Emami-Ltd.pdf>

Disclosure 2-20 Process to determine remuneration

Emami Limited has a well-defined Remuneration Policy that outlines the framework for determining the remuneration. The Nomination and Remuneration Committee (NRC), comprising a majority of Independent Directors, oversees the process of formulating and implementing the remuneration policy. The NRC ensures that remuneration is fair, performance-linked, and aligned with the long-term interests of shareholders and other stakeholders.

The views of shareholders and other key stakeholders are taken into consideration while designing and reviewing the remuneration framework, ensuring transparency and alignment with market best practices. The Company does not engage any external remuneration consultants; however, if such consultants are appointed in the future, their independence from the Company, its management, and the Board will be ensured.

Disclosure 2-21 Annual total compensation ratio

	Male		Female	
	Number	Median remuneration /salary of the respective category (Lakhs)	Number	Median remuneration /salary of the respective category (Lakhs)
Board of Directors	13	685.44	3	489
Key managerial personnel	2+4*	500.08	1*	489
Employees other than BoD and KMP	1957	7.00	203	6.38
Workers [#]	861	3.06	194	2.92

* Whole-Time Directors

[#] Permanent Workers

Disclosure 205-1 Operations assessed for risks related to corruption

Emami has a robust corporate governance framework, driven by strong leadership, that enables effective risk identification, evaluation, and mitigation. This dynamic structure upholds high standards of accountability and continually evolves to meet emerging challenges, thereby reinforcing stakeholder trust and ensuring long-term organizational resilience. Emami has implemented a comprehensive set of policies, including the Code of Conduct, Whistleblower Policy, etc, to uphold ethical business practices.

	FY 24-25
Number and percentage of operations assessed for risks related to corruption	100%
Significant risks related to corruption identified via risk assessment	Nil

Disclosure 205-2 Communication and training about anti-corruption policies and procedures

	FY 24-25
Governance body members informed about organization's anti-corruption policies and procedures	100%
Employees informed about organization's anti-corruption policies and procedures	100%
Business partners informed about organization's anti-corruption policies and procedures	100%
Governance body members who have received training on anti-corruption	100%
Employees who have received training on anti-corruption	100%

Disclosure 205-3 Confirmed incidents of corruption and actions taken

	FY 24-25
Total number and nature of confirmed incidents of corruption	0
Number of employees were dismissed or disciplined for corruption	0
Number of contracts with business partners were terminated or not renewed due to violations related to corruption	0
Public legal cases regarding corruption brought against the organization or its employees	0

Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

	FY 24-25
Number of legal actions pending regarding anti-competitive behavior and violations of anti-trust and monopoly legislation	0
Main outcomes of completed legal actions, including any decisions or judgements	Not Applicable

ENVIRONMENT

Disclosure 301-1 Materials used by weight or volume

Parameter	FY 2024-25
Raw Material (Natural) in tonnes	1617
Raw Material (Processed) in tonnes	30115
Packaging Material in tonnes	15262

Disclosure 301-2 Recycled input materials used

Majority of the products of Emami Limited are proprietary Ayurvedic medicines. As per applicable laws, recycled input material cannot be used in packaging of these products. However, technical qualifications and trials are being conducted to explore usage of recycled content without impacting the product quality.

Disclosure 301-3 Reclaimed products and their packaging materials

Considering the nature of products, reclaiming products or packaging is not an option for Emami Ltd.

Disclosure 302-1 Energy consumption within the organization

Parameter	FY 2024-25	FY 2023-24
Renewable Energy		
Total electricity consumption (A) [GJ]	4,861	4,500
Total fuel consumption (B) [GJ]	18,873	18,648
Total energy consumption (A+B) [GJ]	23,734	23,148
Non- Renewable Energy		
Total electricity consumption (D) [GJ]	75,778	76,303
Total fuel consumption (E) [GJ]	23,898	23,931
Total energy consumption (D+E) [GJ]	99,676	1,00,234
Total energy consumption (A+B+D+E) [GJ]	1,23,410	1,23,382

Disclosure 302-2 Energy consumption outside the organization

Not Available

Disclosure 302-3 Energy intensity

	FY 2024-25	FY 2023-24
Energy intensity per rupee of turnover (GJ/ ₹ crore)	39.51	42.23
Energy intensity in terms of physical output (GJ/MT)	2.56	2.75

Disclosure 302-4 Reduction of energy consumption

	FY 2024-25	FY 2023-24
Total energy consumption [GJ]	1,23,410	1,23,382

Disclosure 302-5 Reductions in energy requirements of products and services.

Not Applicable. Our sold products and services do not consume energy during their use.

Disclosure 303-1 Interactions with water as a shared resource

Water is a key ingredient in some of Emami Ltd.'s products. It is also used for cleaning and sanitizing plants and equipment, cooling towers, steam generation, gardening, and sanitation facilities. Most of our plants depend on groundwater to meet these requirements. The borewells are equipped with digital flow meters connected to telemetry systems, ensuring real-time and accurate recording of groundwater extraction. Additionally, all plants are equipped with state-of-the-art effluent treatment plants that treat water to levels exceeding regulatory requirements.

Disclosure 303-2 Management of water discharge-related impacts

- All plants have Effluent Treatment Plants (ETPs).
- Internal Limits are kept lower than statutory permissible limits for treated effluents.

Limit as Specified in CONSENT TO OPERATE Certificate	Pacharia, Abhoypur, Amingaon	Masat	Pantnagar	Vapi	Industry norms - CETP
Parameters	Upper Limit (- Lower Limit)				
pH	8.5 (- 6)	9 (- 6.5)	9 (- 6.5)	8.5 (- 6.5)	8.5 (- 6.5)
BOD (mg/l)	30	100	30	30	400
COD (mg/l)	250	250	250	250	1000
TSS (mg/l)	100	100	100	100	300
OIL & GREASE (mg/l)	10	10	10	10	10
DO	40% of Saturation Value	Not Given	Not Given	Not Given	Not Given
TDS (mg/l)	Not Given	Not Given	Not Given	2100	2100

Disclosure 303-3 Water withdrawal

Parameter	FY 2024-25	FY 2023-24
Freshwater (<= 1000 mg/L Total Dissolved Solids)	1,92,057	2,11,586
Other Water (> 1000 mg/L Total Dissolved Solids)	-	-

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,72,249	1,92,485
(iii) Third-party water	19,808	19,101
(iv) Seawater/ desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,92,057	2,11,586

For each facility/plant located in areas of water stress, provide the following information:

- (i) Name of the area: Silvassa, Dadra and Nagar Haveli
(ii) Nature of operations: Manufacturing of Ayurvedic Products
(iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	31,927	40,015
(iii) Third-party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	31,927	40,015

Freshwater (\leq 1000 mg/L Total Dissolved Solids)	31,927	40,015
Other Water ($>$ 1000 mg/L Total Dissolved Solids)	-	-

Disclosure 303-4 Water discharge

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water		
No treatment	-	-
With treatment – Through Effluent Treatment Plant (Tertiary)	55,193	56,904
(ii) To Groundwater		
No treatment	-	-
With treatment – please specify the level of treatment	-	-
(iii) To Seawater		
No treatment	-	-
With treatment – please specify the level of treatment	-	-
(iv) Sent to third-parties		
No treatment	-	-
With treatment – Through Effluent Treatment Plant (Tertiary)	8,661	7,906
(v) Others		

No treatment	-	-
With treatment – please specify the level of treatment	-	-
Total Water discharged (in kilolitres)	63,854	64,810

Freshwater (<= 1000 mg/L Total Dissolved Solids)	-	-
Other Water (> 1000 mg/L Total Dissolved Solids)	63,854	64,810

For each facility/plant located in areas of water stress:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	-	-
with treatment – please specify level of treatment	2,827	2,672
(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 the level of treatment	-	-
(v) Others		
No treatment	-	-
with treatment – please specify the level of treatment	-	-
Total water discharged (in kilolitres)	2,827	2,627

Freshwater (<= 1000 mg/L Total Dissolved Solids)	-	-
Other Water (> 1000 mg/L Total Dissolved Solids)	2,827	2,627

Disclosure 303-5 Water consumption

Parameter	FY 2024-25	FY 2023-24
Total volume of water consumption (in kilolitres)	1,28,203	1,46,776

Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Emami Limited does not have any manufacturing units or offices around ecologically sensitive areas.

Disclosure 304-2 Significant impacts of activities, products and services on biodiversity

Emami Limited does not engage in any activities, which may have any significant adverse impact on the biodiversity.

Disclosure 304-3 Habitat protected or restored

Not Applicable

Disclosure 304-4 IUCN Red List species and national conversation list species with habitats in areas affected by operations

Not Applicable

Disclosure 305-1 Direct (Scope 1) GHG emissions

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	1,794	1,798

Disclosure 305-2 Energy indirect (Scope 2) GHG emissions

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	14,548	16,112

Disclosure 305-3 Other indirect (Scope 3) GHG emissions

Parameter	Unit	FY 24-25	FY 23-24
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	178152	1,56,423

Disclosure 305-4 GHG emissions intensity

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emissions per rupee of Turnover	tCO2e/ ₹ crore	5.23	6.13
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/ MT	0.34	0.40
Total Scope 3 emissions per rupee of turnover	tCO2e/ ₹ crore	57.04	53.54

Disclosure 305-5 Reduction of GHG emissions

Parameter	FY 2024-25 over PY
Scope 1 emissions	0.22%
Scope 2 emissions	9.71%

Disclosure 305-6 Emissions of ozone-depleting substances (ODS)

Not applicable

Disclosure 305-7 Nitrogen oxides (NO_x), sulphur oxides (SO_x), and other significant air emissions

Parameter	Unit	FY 2024-25	FY 2023-24
NO _x	Metric Tonnes	0.06	0.06
SO _x	Metric Tonnes	8.76	11.69
Particulate Matter (PM)	Metric Tonnes	2.09	2.21

Disclosure 306-1 Waste generation and significant waste-related impacts

Emami Limited has instituted a structured programme to minimize process waste across its operations. This has led to consistent year-on-year reductions in waste generation, with notable achievements where absolute waste levels declined despite higher production volumes. The programme emphasizes resource efficiency by systematically monitoring and improving processes to limit waste at the source.

Alongside operational measures, Emami is continuously innovating in packaging to reduce its environmental footprint. New materials and design improvements are being introduced to minimize packaging waste, including lightweight solutions, recyclable and biodegradable options, and elimination of non-essential components.

Disclosure 306-2 Management of significant waste-related impacts

Emami Limited has adopted a structured and tech-enabled waste management strategy built on the 5R principles—Record, Reduce, Reuse, Recycle, and Reject. All types of waste generated across facilities are accurately tracked, enabling timely interventions. Efforts are focused on reducing waste at the source, and multiple projects supported by advanced technologies have been implemented to reuse waste wherever feasible.

For example, over 50,000 kilolitres of treated effluent water have been repurposed within operations. Recycling remains a key pillar, with a strong emphasis on increasing the recyclability of packaging and other materials used. Non-recyclable waste is responsibly disposed of in line with statutory norms.

To reduce the usage of hazardous and toxic chemicals, Emami continually reviews and upgrades its formulations and manufacturing processes. Preference is given to safer, non-toxic, and biodegradable alternatives wherever possible. The company ensures proper handling, storage, and disposal of any hazardous materials, in accordance with safety standards and environmental regulations, thereby minimizing risk to workers and the environment.

Disclosure 306-3 Waste generated

Parameter	FY 2024-25	FY 2023-24
Total waste generated (In metric tonnes)		
Plastic waste (A)	13262	13,776
E-waste (B)	2	2
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste - Chemical Sludge from ETP (G)	1015	1240
Other Non-hazardous waste generated - Paper Waste (H)	1,132	1,076
Total (A+B + C + D + E + F + G + H)	15411	16094

Disclosure 306-4 Waste diverted from disposal

Parameter	FY 2024-25			FY 2023-24		
	Plastic waste	E-Waste	Paper Waste	Plastic waste	E-Waste	Paper Waste
Recycling (MT)	10365	2	1132	10474	2	1076
Re-use (MT)	-	-	-	-	-	-
Other recovery operations	-	-	-	-	-	-

Disclosure 306-5 Waste directed to disposal

Parameter	FY 2024-25		FY 2023-24	
	Plastic waste	Hazardous Waste	Plastic waste	Hazardous Waste
Incineration (MT)	2897	-	3302	-
Landfilling (MT)	-	-	-	-
Other disposal operations (MT)	-	1015	-	1240

Disclosure 308-1 New suppliers that were screened using environmental criteria

Emami Limited has implemented a digital tool to monitor the ESG performance of its supply chain partners. The system is designed with the objective of achieving 100% supplier coverage, thereby strengthening transparency and accountability across the value chain. Furthermore, all new supplier approvals are mandatorily routed through this tool, ensuring that ESG considerations are embedded from the very outset of supplier engagement.

Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken

A total of 63% of Emami Limited's direct suppliers have been evaluated for potential negative environmental impacts through a structured self-declaration and screening process. This exercise forms part of the company's ongoing efforts to enhance environmental stewardship across its value chain.

The assessment did not identify any supplier with significant actual or potential negative environmental impacts. Nevertheless, Emami remains committed to proactive risk management. In the event that any adverse environmental impacts are detected in future assessments, the company will implement appropriate and timely remediation measures.

SOCIAL

Disclosure 401-1 New employee hires and employee turnover

FY 24-25	Permanent Employees		Permanent Workers	
	No. of new joiners	Rate of new hires	No. of new joiners	Rate of new hires
Male	376	19.48%	0	0%
Female	28	13.56%	0	0%

FY 24-25	Permanent Employees		Permanent Workers	
	No. of new joiners	Rate of new hires	No. of new joiners	Rate of new hires
Age under 30	122	37.54%	0	0%
Age 30 - 50	276	18.52%	0	0%
Age 50+	6	1.73%	0	0%

FY 24-25	Permanent Employees		Permanent Workers	
	No. of leavers	Turnover Rate	No. of leavers	Turnover Rate
Male	318	16.24%	30	3.60%
Female	35	17.03%	8	3.96%

FY 24-25	Permanent Employees		Permanent Workers	
	No. of leavers	Turnover Rate	No. of leavers	Turnover Rate
Age under 30	75	23.08%	13	8.18%
Age 30 - 50	265	17.79%	12	1.56%
Age 50+	13	3.75%	13	10.40%

Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employee

Full-time/ Permanent Employees

Category	Total	Health insurance		Accident insurance		Maternity benefits		Paternal benefits		Retirement benefits (PF, Gratuity)		Stock Ownership	
	A	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
		B	(B/A)	C	(C/A)	D	(D/A)	E	(E/A)	F	(F/A)	G	(G/A)
Male	1959	1286	65.6%	1959	100%	NA	NA	-	-	1959	100%	-	-
Female	203	121	59.6%	203	100%	203	100%	NA	NA	203	100%	-	-
Total	2162	1407	65.1%	2162	100%	203	9.4%	-	-	2162	100%	-	-

Full-time/ Permanent Workers

Category	Total	Health insurance		Accident insurance		Maternity benefits		Paternal benefits		Retirement benefits (PF, Gratuity)		Stock Ownership	
	A	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
		B	(B/A)	C	(C/A)	D	(D/A)	E	(E/A)	F	(F/A)	G	(G/A)
Male	861	543	63.07%	861	100%	NA	NA	-	-	861	100%	-	-
Female	194	137	70.62%	194	100%	194	100%	NA	NA	194	100%	-	-
Total	1055	680	64.45%	1055	100%	194	18.39%	-	-	1055	100%	-	-

Disclosure 401-3 Parental Leave

Permanent Employees

FY 24-25	Entitled to Parental Leave	Took Parental Leave	Returned to work after PL ended	Return to Work rate	Retention rates
Male	--	--	--	--	--
Female	203	4	4	100%	50%

Permanent Workers

FY 24-25	Entitled to Parental Leave	Took Parental Leave	Returned to work after PL ended	Return to Work rate	Retention rates
Male	--	--	--	--	--
Female	194	1	1	100%	100%

Disclosure 403-1 Occupational health and safety management system

All factories of Emami Limited are ISO 45001 certified. Here's a framework for Emami's Occupational Health & Safety Management System.

A) Policy and Commitment:

- Develop a Board-approved OH&S Policy that emphasizes employee well-being and continuous improvement.
- Clearly state Emami's commitment to exceeding legal requirements and adopting international best practices.

B) Management System:

- Implement a structured OH&S Management System.
- Set measurable objectives and targets for safety performance.
- Continuously monitor key performance indicators (KPIs) like safety engagement, occupational Injury frequency rate, safety audit score, near misses.

C) Culture of Safety:

- Implement behaviour-based safety programs that encourage safe work practices and risk identification.
- Provide regular training to all employees (including contract workers) on hazard awareness, safe work procedures, and emergency response protocols.

- Foster open communication and encourage employees to report safety concerns without fear of reprisal.
- Conduct focus activity like National Safety Week, National Fire Service Week, World Environment Day etc.

D) Additional Consideration:

- Establish a system for employees to report work-related hazards, SBO and remove themselves from unsafe situations.
- Partner with suppliers and contractors to ensure adherence to Emami's OH&S standards.
- Recognize and reward safe work practices and employee contributions to safety improvement.

Disclosure 403-2 Hazard identification, risk assessment, and incident investigation

Hazard Identification

At Emami, ensuring a safe and risk-free work environment is integral to our operational philosophy. We adopt a preventive and predictive approach to hazard identification, which underpins our steadfast vision of achieving Zero Harm across all our facilities.

A structured Hazard Identification and Risk Assessment (HIRA) is conducted for every process, enabling us to proactively recognize potential risks and implement control measures. For non-routine tasks or operations involving elevated risk, we enforce a stringent Work Permit System, issued only after a thorough review and risk validation to safeguard personnel and assets.

To foster a culture of collective responsibility, we encourage all employees, contractors, and visitors to remain vigilant and report any unsafe conditions or practices they observe. To streamline this, we have deployed a digitally enabled Hazard Reporting Mechanism across our manufacturing units. Each zone within the factory is equipped with QR codes that allow individuals to instantly report hazards via a mobile-friendly form.

Once a report is submitted, the system automatically initiates a workflow that includes risk assessment, action planning, and closure monitoring. This digital integration not only improves efficiency but also reinforces accountability and responsiveness in our safety management process.

Through these initiatives, we continue to build a robust safety culture, driven by innovation, awareness, and a shared commitment to protect people and the workplace.

Process to report hazards

Emami has well-established and structured systems that ensure anyone can report any identified hazards or potential risks without hesitation. Once a hazard is reported, it is systematically assessed, and appropriate mitigation measures are implemented in a timely manner to eliminate or control the risk.

We have a robust mechanism for the reporting of all work-related hazards, which also allows employees to proactively suggest improvements. Every worker, regardless of role or designation, receives comprehensive training on hazard identification, response protocols, and safe work practices. This enables them to recognize unsafe conditions early and respond appropriately.

Disclosure 403-3 Occupational health services

Emami Limited ensures that all operational processes are comprehensively covered under the Occupational Health and Safety (OHS) management system framework. A structured risk assessment is carried out for every process, and Hazard Identification and Risk Assessment (HIRA) is systematically conducted to minimize potential risks and safeguard occupational health. In addition, regular health check-ups are organized to monitor the well-being of the workforce, with detailed records maintained for transparency and tracking. Importantly, no punitive actions are taken on the basis of employees' health conditions, instead, the Company emphasizes corrective measures, preventive practices, and necessary support to promote a safe and healthy work environment. This proactive approach reflects Emami Limited's commitment to employee welfare, continuous improvement in safety standards, and fostering a culture of care across all operations.

Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety

To promote active participation, our employees and workers are regularly engaged in safety discussions, toolbox talks, and awareness programs. Each of our manufacturing sites has a dedicated Safety Committee, chaired by the Plant Head and comprising representatives from both management and the shop floor workforce. This committee functions as a collaborative platform for open communication between workers and management, reinforcing a culture of shared responsibility in maintaining workplace safety and health standards.

Besides, the Safety Committee meets at defined intervals to evaluate the effectiveness of current safety practices, identify gaps, and deliberate on incidents or near-misses. These reviews help in fine-tuning existing systems and protocols. Based on their observations, the committee proposes enhanced safety measures, updates to procedures, or adoption of industry best practices, thereby continually elevating the safety performance of the facility.

Disclosure 403-5 Worker training on occupational health and safety

Continuous training and awareness programs are conducted to educate employees on workplace safety practices, emergency response, and hazard prevention. Customized modules ensure role-specific safety competencies across the organization.

Category	FY 2024-25		
	Total A	On health & safety measures	
		No. (B)	% (B/A)
Employees			
Male	2019	2019	100%
Female	210	210	100%
Total	2229	2229	100%
Workers			
Male	2999	2999	100%
Female	798	798	100%
Total	3797	3797	100%

Disclosure 403-6 Promotion of worker health

Most workers are covered under the Employees' State Insurance Scheme (ESIC), established under the Employees' State Insurance Act, 1948. This comprehensive social security system provides access to a range of medical and healthcare services, not limited to occupational illnesses or injuries.

Under ESIC, employees are entitled to occupational and non-occupational medical benefits including treatment for general illnesses, maternity care, and long-term medical support. The scheme ensures financial and medical protection during periods of sickness, disability, or maternity, thereby upholding the health, dignity, and welfare of the workforce beyond work-related contingencies. Those outside the ambit of ESIC are provided medical insurance by the company.

Moreover, Emami Limited promotes worker health through regular medical check-ups, continuous health monitoring, and transparent record-keeping to support overall well-being. A structured Hazard Identification and Risk Assessment (HIRA) process is also conducted to proactively address health-related risks in the workplace. The Company ensures that no punitive actions are taken based on employees' health conditions, prioritizing preventive care, early intervention, and necessary support. This approach reflects Emami's commitment to maintaining a healthy and supportive environment.

Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Emami Limited brings all its partners under the ambit of its ESG value chain assessment framework, which emphasizes the respect, protection, and promotion of employee well-being. In line with this commitment, we conduct regular training and capacity-building programs for our value chain partners, aimed at strengthening their ESG practices, enhancing compliance, and driving continuous performance improvement across the ecosystem.

Disclosure 403-8 Workers covered by an occupational health and safety management system

	FY 24-25
Number and percentage of employees and workers covered by occupational health and safety management system	100%

Disclosure 403-9 Work-related injuries

Safety Incident/Number	Category*	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0
	Workers	0.32
Total recordable work-related injuries	Employees	0
	Workers	2
No. of fatalities	Employees	0
	Workers	
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0
	Workers	

*Including in the contract workforce

As a testament to its strong safety commitment, all Emami Ltd. manufacturing sites are OHSAS (Occupational Health and Safety Assessment Series) certified, ensuring adherence to internationally recognized occupational health and safety management systems.

Emami Ltd. is committed to ensuring a safe and healthy workplace for all its employees and stakeholders through a structured and proactive safety program anchored on six key pillars:

- Management Commitment
- Policies and Procedures that comply with applicable legal requirements and reflect global best practices.
- Training and Awareness to educate employees on workplace safety practices, emergency response, and hazard prevention.
- Periodic Hazard Assessment and safety audits are carried out at all facilities to proactively identify and mitigate potential hazards.
- Incident Investigation to identify root causes. Learnings shared across locations to institutionalize preventive action and avoid recurrence.

Disclosure 403-10 Work-related ill health

Safety Incident/Number	Category	FY 2024-25
Total recordable work-related ill health	Employees	0
	Workers	0
No. of fatalities due to work-related ill health	Employees	0
	Workers	0

Disclosure 404-1 Average hours of training per year per employee

Segment	Total number of training and awareness programs held
Board of Directors	1
Key Managerial Personnel	4
Employees other than BoD and KMPs	2265 classroom and 19 online trainings
Workers	3 (180 classroom sessions)

Category	FY 2024-25		
	Total A	On skill upgradation	
		No. (B)	No. (B/A)
Employees			
Male	2019	1226	61%
Female	210	190	90%
Total	2229	1416	64%
Workers			
Male	2999	861	29%
Female	798	194	24%
Total	3797	1055	28%

Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs

Segment	Topics/principles covered under the training and its impact
Board of Directors	Code of Conduct
Key Managerial Personnel	ESG Policy framework covering all 9 principles of NGRBC
Employees other than BoD and KMPs	<ul style="list-style-type: none"> • Principles of National Guidelines for Responsible Business Conduct • Code of Conduct • POSH (Prevention of Sexual Harassment) • Hazardous and Other Wastes Management • Safety, Health and Hygiene • IT Security Training • Industrial Employment (Standing Orders) Act • Behavioural Training • Leadership Development Program • Stakeholder Management & Influencing • Self & Team Effectiveness • 360⁰ Feedback • TPM (Total Productive Maintenance) • Interviewing Skills • Fundamentals of Sales Effectiveness • Public Speaking • Product Knowledge • AI in Sales • MS Excel • Quality
Workers	<ul style="list-style-type: none"> • POSH (Prevention of Sexual Harassment) • Hazardous and Other Wastes Rules • Safety-Related Training, Health and Hygiene • Industrial Employment (Standing Orders) Act • Quality • TPM (Total Productive Maintenance) • Behavioural Training

At Emami Ltd., we take pride in being a progressive learning organization that prioritizes continuous development and knowledge enhancement across all levels. While we continue to invest in conventional training sessions, we have also embraced modern, flexible learning methods by providing our employees with access to world-class e-learning platforms. These globally recognized resources empower our teams to stay ahead in a rapidly evolving business environment.

To further support this culture of self-directed learning, we have an in-house Learning Management System (LMS) that enables employees to pursue training modules at their own pace and convenience. The LMS has become a cornerstone of our learning ecosystem, offering structured, scalable, and easily accessible content.

In alignment with our commitment to sustainability and responsible business practices, we introduced a specialized learning module covering all nine principles of the National Guidelines on Responsible Business Conduct (NGRBC). This initiative successfully trained over 1,000 employees on key Environmental, Social, and Governance (ESG) principles, fostering greater awareness and alignment with our broader organizational values.

Transition assistance programs provided to facilitate continued employability

Emami Limited provides transition assistance programs to facilitate continued employability to employees who have attained retirement age. The Company has a retainer scheme in place for the employees who are subject to retirement. The respective Functional head is notified by the Human Resources team 3 months before the retirement of the employee, and requisite approval is sought to evaluate the competency of the candidate and requisite retention terms that may be offered based on the performance showcased during his/her service tenure. As per the approval of the Functional head, employees may be retained for a period of 6 months or more as the case may be. The existing retainer schemes are classified as:

- Full-time retainer scheme: Employees are rehired post-retirement for more than 6 months period and they are eligible for all employee benefits subject to Company policy.
- Part-time retainer scheme: Employees are rehired post-retirement for less than or equal to 6-month period and are only eligible for certain employee benefits subject to management discretion.

Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews

Category	FY 2024-25		
	Total (A)	No. (B)	% (B/A)
Permanent Employees			
Male	1959	1616	82.49%
Female	203	183	90.15%
Total	2162	1799	83.21%
Permanent Workers*			
Male	861	73	78.48%
Female	203	3	1.48%
Total	1055	76	7.20%

**Workers not covered under Performance and career development purview are covered under a long-term wage settlement signed with the Union after collective bargaining.*

Disclosure 405-1 Diversity of governance bodies and employees

Particulars	Board of Directors	Key Management Personnel*
Total	16	7
Female	3	1
Percentage of Females	18.75%	14.29%

Particulars	Board of Directors	Key Management Personnel*
Age 30-50	2	2
Percentage	12.5%	28.57%
Age 50+	14	5
Percentage	87.5%	71.43%

FY 24-25	Employees (Permanent + Non-Permanent)	Workers (Permanent + Non-Permanent)
Total	2229	3797
Male (%)	90.58%	79%
Female (%)	9.42%	21%

FY 24-25	Employees (Permanent)	Workers (Permanent)
Age under 30 (%)	15.03%	15.07%
Age 30 - 50 (%)	68.92%	73.08%
Age 50+ (%)	16.05%	11.85%

Disclosure 405-2 Ratio of basic salary and remuneration of women to men

FY 24-25	Male		Female	
Category	Number	Median remuneration/salary/wages of the respective category (Lakhs)	Number	Median remuneration/salary/wages of the respective category (Lakhs)
Board of Directors	13	685.44	3	489
Key managerial personnel	2+4*	500.08	1*	489
Employees other than BoD and KMP	1957	7.00	203	6.38
Workers (permanent)	861	3.06	194	2.92

* Whole-Time Directors

Disclosure 406-1 Incidents of discrimination and corrective actions taken

In line with the POSH Act, Emami Limited has a strict Zero Tolerance Policy against sexual harassment at the workplace. The policy enables any aggrieved woman to lodge a complaint with the Internal Complaints Committee (ICC), a statutory body empowered to investigate such complaints and recommend appropriate action. For all other grievances, Emami has a documented Grievance Redressal Policy. It ensures that every employee can raise concerns without fear of retaliation. Employees are encouraged to voice their grievance—verbally or in writing—to their reporting manager. If unresolved, the matter may be escalated as per the defined escalation matrix.

FY 24-25	Filled during the year	Pending resolution at the end of year	Remarks
Sexual harassment	0	0	-
Discrimination at workplace	0	0	-
Child labour	0	0	-
Forced labor/ Involuntary Labor	0	0	-
Wages	0	0	-
Other human rights-related issues	0	0	-

Moreover, Employee Welfare, Human Rights, and Diversity, Equity & Inclusivity (DEI) policies ensure that all employees are treated with dignity, provided equal opportunities, and supported through comprehensive welfare measures covering health, safety, social security, and work-life balance. The Human Rights Policy reinforces zero tolerance for forced labour, child labour, harassment, or discrimination across all operations and value-chain interactions. Our DEI Policy promotes an environment where diverse perspectives are valued, recruitment and career progression are merit-based, and inclusive practices are embedded in organisational culture.

Any reported incidents of discrimination are addressed promptly through established grievance mechanisms. Investigations are conducted impartially, corrective actions are implemented—including counselling, disciplinary measures, or policy reinforcement—and systemic improvements are made to prevent recurrence.

Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Emami Limited upholds all labour and employment laws, reinforcing its commitment to fairness, inclusivity, and compliance. It respects the right to freedom of association and collective bargaining, fostering mutual trust and dialogue. All suppliers are bound by law to ensure similar compliance, in line with Article 19 of the Constitution of India.

Disclosure 408-1, 409-1 Operations and suppliers at significant risk for incidents of child labor, forced or compulsory labor

Human rights due diligence is an integral part of the Emami Limited’s business operations. All operations of Emami Limited are aligned with Universal Declaration of Human Rights, the International Labor Organization (ILO) core conventions, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

FY 24-25	% of your plants and offices that were assessed	% of your suppliers that were assessed
Child labour	100%	63%
Forced or Compulsory Labour		

Emami Limited believes in constructive engagement with all our stakeholders. While no significant risk/concern was revealed, we still endeavour to educate and facilitate our stakeholders in reducing the risk for incidents of child labor.

Disclosure 410-1 Security personnel trained in human rights policies or procedures

Percentage of security personnel trained in human rights policies or specific procedures and their application to security in FY 24-25	100%
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Disclosure 411-1 Incidents of violations involving rights of indigenous peoples

Nil

Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs

All Emami plants maintain regular engagement with local communities through both structured programs and informal interactions.

Mandatory Social Impact Assessment (SIA) is a requirement under section 4 of the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (LARR Act). None of the projects undertaken by Emami Limited in FY25 required Social Impact Assessments (SIA). However, the Social Impact Assessments of CSR projects is a crucial indicator of the success of the project and SIA for all projects are carried out regularly by the CSR team.

Stakeholder Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement
Local Communities	<ul style="list-style-type: none"> • CSR Centres • Community need assessment • Frequent Community Visits 	On a need basis	<ul style="list-style-type: none"> • Affordable health care Access • Hygiene & sanitation facilities • Quality education opportunities • Student counselling and teacher training • Skill development for Livelihood enhancement • Promotion of Sports for community engagement and leadership development among students

Community grievances are addressed promptly and effectively. A dedicated Grievance Redressal Policy has been established to outline clear objectives, procedures, and timelines for resolving concerns raised by community members. The CSR implementation team currently gathers community feedback through an anecdotal approach, including testimonials and voice/video recordings. Additionally, beneficiary feedback and complaint boxes are placed at Emami Foundation-managed CSR centres to encourage suggestions for service improvements and provide a channel for raising any specific concerns.

Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities

All Emami plants maintain regular engagement with local communities through both structured programs and informal interactions. In FY25, no projects were undertaken that required Rehabilitation and Resettlement (R&R) or have significant actual negative impacts on local communities.

Disclosure 414-1 New suppliers that were screened using social criteria

Emami Limited has implemented a digital tool to monitor the ESG performance of its supply chain partners. The system is designed with the objective of achieving 100% supplier coverage, thereby strengthening transparency and accountability across the value chain. Furthermore, all new supplier approvals are mandatorily routed through this tool, ensuring that ESG considerations are embedded from the very outset of supplier engagement.

Disclosure 414-2 Negative social impacts in the supply chain and actions taken

Percentage of suppliers assessed for social impacts in FY 24-25	63%
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Disclosure 415-1 Political contributions

Not Applicable

Disclosure 416-1 Assessment of the health and safety impacts of product and service categories

Emami Limited conducts comprehensive assessments of the health and safety impacts of its healthcare and personal care products throughout their life cycle — from formulation and manufacturing to packaging and end use. All products comply with applicable national and international safety standards, undergo rigorous quality checks, and are dermatologically and clinically tested, wherever required, to ensure consumer well-being.

Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

No incidents of non-compliance with regulations or voluntary codes were reported in FY24-25.

On account of health and safety impacts	Number	Reasons for recall
Voluntary recalls	-	Not Applicable
Forced Recalls	-	Not Applicable

Disclosure 417-1 Requirements for product and service information and labelling

Type of Information	As a percentage of total turnover from all products and services
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	100%
Recycling and/or safe disposal	81%

Disclosure 417-2 Incidents of non-compliance concerning product and service information and labelling

No incidents of non-compliance with regulations or voluntary codes concerning product and service information and labelling were reported in FY 24-25.

Disclosure 417-3 Incidents of non-compliance concerning marketing communications

No incidents of non-compliance with regulations or voluntary codes concerning marketing communications were reported in FY 24-25.

Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

No complaints concerning breaches of customer privacy and losses of customer data were reported in FY 24-25.