Business Responsibility & Sustainability Report FY 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	**L51100MH2016PLC284727**
2. Name of the Listed Entity	Flair Writing Industries Limited (hereafter referred to as 'Flair', 'The company', or ' we')
3. Year of Incorporation	2016
4. Registered Office Address	Flair House, Plot No. A/64, Cross Road – A, Marol Ind. Area, MIDC, Andheri (East), Mumbai – 400093, Maharashtra, India
5. Corporate Address	
6. Email Address	Investors@flairpens.com
7. Telephone	+91 224.203.0405
8. Website	www.flairworld.in
9. Financial Year for which reporting is being done	2025-26
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange Limited
11. Paid-up Capital	Rs. 526976890
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name : Mr. Vishal Kishor Chanda Tel: +91 224.203.0228 E-mail: cs@flairpens.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14. Name of assessment or assurance provider	Not Applicable (NA)
15. Type of assessment or assurance obtained	NA

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing and Trading	Manufacturing and trading of consumer products viz. stationary and colour products used for scholastic and art purpose	100%

17. Products/Services sold by the Entity (accounting for 90% of the Entity's turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Consumer products (Stationary items, including fine arts & hobby products, scholastic products, markers, technical instruments, and adhesives, among others)	32901 32909	91.68%* 8.32%*

*Consolidated Turnover

III. Operations

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

Location	Number of plants	Number of offices	Total
National	11	1	12
International	-	-	-

19. Markets served by the Entity

a. Number of locations

Locations	Number
National (No. of States)	36
International (No. of Countries)	115

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

16.48% (Consolidated basis)

c. A brief on Types of customers

The company's products are distributed across India through a robust and extensive network that includes:

- Super-stockists
- Distributors
- Direct dealers
- Wholesalers
- Retailers

To broaden the market presence, Flair also collaborates with modern retail chains and prominent e-commerce platforms. This multi-channel approach ensures that consumers throughout the country enjoy convenient and reliable access to flair products.

International Reach:

Beyond domestic sales, Flair caters to a growing international customer base through its export operations. This expansion allows Flair to strengthen its presence in key global markets and serve a diverse clientele worldwide.

Corporate Gifting Solutions:

Flair provides bespoke corporate gifting solutions, carefully curated to align with the unique requirements of its corporate partners. These personalized offerings help enhance business relationships by adding a thoughtful and distinctive touch.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	1748	1685	96.39%	63	3.60%
2.	Other than Permanent (E)	80	73	91.25%	7	8.75%
3.	**Total employees (D + E)**	**1828**	**1758**	**96.17%**	**70**	**3.83%**
	WORKERS					
4.	Permanent (F)	5480	1727	31.51%	3753	68.49%
5.	Other than Permanent (G)	1128	701	62.15%	427	37.85%
6.	**Total workers (F + G)**	**6608**	**2428**	**36.74%**	**4180**	**63.26%**

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	4	4	100.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	**Total differently abled employees (D + E)**	**4**	**4**	**100.00%**	**0**	**0.00%**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	12	5	41.67%	7	58.33%
5.	Other than Permanent (G)	4	2	50.00%	2	50.00%
6.	**Total differently abled workers (F + G)**	**16**	**7**	**43.75%**	**9**	**56.25%**

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10.00%
Key Management Personnel	2	0	0.00%

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	41.00%	18.00%	59.00%	22.00%	17.00%	39.00%	6.17%	13.91%	20.08%
Permanent Workers	34.00%	31.00%	65.00%	36.00%	18.00%	54.00%	18.07%	6.77%	24.84%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/Associate/ Joint Venture	% of shares held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed Entity? (Yes/No)
1	Flair Writing Equipments Private Limited	Wholly-owned Subsidiary	100.00%	No
2	Monterosa Stationery Private Limited	Wholly-owned Subsidiary	100.00%	No
3	Flair Cyrosil Industries Private Limited	Subsidiary	90.00%	No
4	Flomaxe Stationery Private Limited	Step-down Subsidiary	51.00%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): Yes

(ii) Turnover (in Rs.): 10,12,97,04,096

(iii) Net worth (in Rs.): 11,02,68,88,210

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	-	0	0	-
Investors (other than shareholders)	Yes, https://www.flairworld.in/investorrelation.aspx	0	0	-	0	0	-
Shareholders	Yes, The Securities and Exchange Board of India Complaints Redress System https://scores.go.in/scores/Welcome.html,investors@flairpens.com	0	0	-	2	0	-
Employees and workers	Yes, https://www.flairworld.in/	0	0	-	0	0	-
Customers*	Yes, https://flairpens.com/contact-us.html	153	0	-	0	0	-
Value Chain Partners	No	0	0	-	0	0	-
Others (please specify)	Yes, https://flairpens.com/contact-us.html	0	0	-	0	0	-

*The Company received customer complaints pertaining to product quality and related matters during the year. The same were duly reviewed and resolved through appropriate actions, ensuring continued focus on product quality, customer satisfaction and service excellence.

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

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Sustainable Sourcing	Opportunity	Flair prioritizes sourcing paper, ink, and other materials for its stationery products from suppliers who follow responsible and sustainable practices. By taking this approach, the company aims to reduce its environmental footprint, help preserve forests, and maintain high ethical standards throughout its supply chain. This commitment not only protects natural resources but also demonstrates Flair's ongoing effort to support a more sustainable an	NA	Positive: Reducing environmental impact and promoting ethical practices can enhance brand reputation, attract a broader customer base, and drive higher sales. Over time, these efforts also lead to cost savings by improving resource efficiency, supporting both business growth and sustainability.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Product Packaging	Risk	The use of packaging materials, especially those that are nonbiodegradable, can significantly add to waste generation and pose lasting environmental risks. Choosing sustainable, eco-friendly packaging not only helps reduce this burden but also demonstrates a forwardthinking approach that benefits the environment.	Promotion of sustainable resource management and minimize environmental impact	Negative: Using non-biodegradable packaging not only raises waste management expenses and attracts greater regulatory scrutiny, but also puts a company's reputation at risk as environmental expectations rise. These challenges can lead to higher operational costs, potential fines, and a negative perception among customers, making it increasingly important for businesses to consider more sustainable packaging alternatives.
3	Health and Safety	Risk	Manufacturing units often present a range of health-related hazards that can have lasting adverse effects on employees and workers. Prolonged exposure to chemicals, dust, noise, and repetitive physical tasks can contribute to chronic respiratory issues, hearing loss, musculoskeletal disorders, and even long-term illnesses such as occupational asthma or dermatitis. Inadequate ventilation, improper handling of hazardous materials, and insufficient use of personal protective equipment further increase these risks.	Ensuring strict compliance with established health and safety protocols.	Negative: Deficiencies in health and safety management can have significant and farreaching consequences for an organization. Inadequate safety measures often lead to higher medical expenses as workplace injuries and illnesses become more frequent. This not only increases direct healthcare costs but can also drive up insurance premiums. Legal liabilities may also rise, as lapses in safety protocols expose the organization to lawsuits, regulatory penalties, and compliance violations. Such legal challenges can result in substantial financial losses and damage to the company's reputation. Furthermore, poor health and safety practices contribute to increased absenteeism, as employees may require more time off to recover from workrelated injuries or illnesses. This reduction in workforce productivity can disrupt operations, delay projects, and diminish overall efficiency.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Waste Management	Risk	Waste generated from offices and manufacturing sites— including plastics, ink, water, and organic residues—contributes to environmental pollution and accelerates the depletion of natural resources. As these materials accumulate, they place additional strain on landfills and can disrupt local ecosystems through contamination and habitat loss. Over time, such waste not only undermines sustainability goals but also increases the risks associated with regulatory compliance and longterm environmental stewardship.	Implemented waste management policy to reduce waste and promote circular economy and opting eco-friendly options wherever possible	Negative: Inefficient waste management leads to higher disposal costs, increased regulatory compliance expenses, and the risk of penalties, all of which can damage a company's environmental reputation. These challenges not only strain financial performance but also undermine the commitments made under Principle 6 of the BRSR framework, which emphasizes environmental responsibility. As a result, organizations may face greater scrutiny from stakeholders and regulatory bodies, making it essential to adopt effective waste management practices to uphold sustainability goals and maintain trust.
5	Energy Management	Opportunity	Ongoing efforts to enhance energy efficiency within manufacturing processes have led to consistent reductions in both greenhouse gas emissions and overall energy costs. This sustained approach not only supports environmental objectives but also delivers tangible financial benefits, reinforcing the company's commitment to responsible and efficient operations.	NA	Positive: Efficient energy utilization helps lower utility expenses and decrease greenhouse gas emissions, leading to substantial cost savings over time. By optimizing energy use, companies can also qualify for various energy efficiency incentives and rebates, further improving their financial position. In addition to these economic advantages, such practices play a key role in advancing environmental objectives and demonstrating a proactive approach to sustainability.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether the Entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the policies, if available	Weblink: https://www.flairworld.in/investor-relation.aspx • Code of Conduct for Trading by Designated Person • Code of Conduct of Board Members KMP SMP • Corporate Social Responsibility • Dividend Distribution Policy • Familiarization Programme for Independent Director • Nomination Remuneration Policy • Policy for Evaluation of Board of Directors • Policy on Archival of Documents • Policy on Determining Material Subsidiary • Policy on Diversity of Board of Directors • Policy on Materiality of Events or Information • Policy on Materiality of Related Party Transactions • Policy on Preservation of Documents • Policy on Succession Planning for the Board & Senior Management • Risk Management Policies and Procedure • Whistleblower Policy • Terms and Conditions of appointment of Independent Directors • Anti Bribery and Corruption Policy • Criteria of making payments to Non-Executive Directors • Memorandum and Articles of Association • Brief Profile of the Board of Directors • HIV and AIDS policy • Environment Policy • Human Right Policy • Responsible Supply Chain Policy • Health and Safety Policy • Prevention of Sexual Harassment (POSH Policy)								
2. Whether the Entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Entity's value chain partners? (Yes/No)	Yes	No	No	No	No	No	No	No	No
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Entity and mapped to each principle.	ISO 14001 : 2015 ISO 9001 : 2015 ISO 45001-2018								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company maintains rigorous compliance with all applicable statutory and regulatory requirements and is currently formulating a comprehensive sustainability roadmap to systematically advance its organizational sustainability objectives.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons, in case the same are not met.	NA								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. **Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)** Refer page no. 12 for Management messages in the initial section of Annual Report.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Vimalchand Jugraj Rathod Managing Director (DIN: 00123007)								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Risk Management Committee is tasked with the periodic review of environmental, social, and governance (ESG) and sustainability-related matters concerning the Company, encompassing relevant initiatives and reporting. The composition of committee is mentioned below: 1. Mr. Vimalchand Jugraj Rathod (DIN: 00123007) - Chairman 2. Mr. Punit Saxena (DIN: 01057161) – Member 3. Mr. Manoj Vinod Lalwani (DIN: 10077949) – Member								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies of the Company are reviewed by department heads/directors/board committees, wherever applicable									Periodically or on-a-need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board									Quaterly								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	The procedures and compliances pertaining to the working of the Company's policies are also evaluated by the internal auditors and Secretarial Auditor of the Company from time to time.								

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

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

Section C: PRINCPLE WISE PERFORMANCE DISCLOSURE

Principle 1:

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

Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarisation programme covering the Company's business operations, industry landscape, regulatory developments, corporate governance practices and key policies of the Company. The programme enhanced the Directors' understanding of the Company's operations and governance responsibilities.	100%
Key Managerial Personnel	1	Awareness programmes covering updates on regulatory requirements, including SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, compliance framework, internal processes, business developments and functional matters relevant to their respective roles. The programmes supported effective compliance management and decision-making.	100%
Employees other than Board of Directors and KMPs	67	Ownership accountability, leadership & excellence, time management, business ethics etc	58.00%
Workers	149	Health and safety, business ethics, ETI code	79.00%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1 - Businesses should conduct and govern themselves with integrity, ethics, transparency and accountability.	BSE Limited	Rs 5,000/-	The Company paid a penalty of Rs. 5,000/- to BSE Limited pursuant to the requirements under Regulation 23(9) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 relating to disclosure of Related Party Transactions for the half-year ended September 30, 2025.	No
Settlement	Nil				

Compounding fee	Principle 1 - Businesses should conduct and govern themselves with integrity, ethics, transparency and accountability.	Legal Metrology Department, Ghaziabad, Uttar Pradesh	Rs 50,000/-	The Company paid a compounding fee of Rs.50,000/- in accordance with the provisions of the Legal Metrology (Packaged Commodities) Rules, 2011 for matters pertaining to mandatory declarations on pre-packaged commodities.	No

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil			
Punishment	Nil			

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

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

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

Yes, Flair has an anti-corruption and anti-bribery policy that supports ethical business practices across all its operations. This policy requires the company to comply with all relevant laws and regulations, and it strictly prohibits bribery, kickbacks, and facilitation payments of any kind. Clear guidelines are set for gifts and hospitality, ensuring that all business dealings remain transparent and fair. Employees are encouraged to report any concerns confidentially, without fear of retaliation. Regular training is provided so that everyone understands and follows these rules. The Audit Committee reviews any reported concerns, and disciplinary action is taken if the policy is not followed. Flair also reviews this policy regularly to keep it current and to ensure it continues to guide the company in making the right choices. The Policy can be accessed at the following

Weblink:https://flairworld.in/DataFiles/CorporateGovernance/CorporatePolicies/Corporatepolicy_Anti_Bribery_and_Corruption_Policy.pdf

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

NA

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	30	25

9. Open-ness of business: Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	
	b. Number of trading houses where purchases are made from		
	c. Purchasing from the top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	NA	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	11.83%	5.69%
	b. Sales (Sales to related parties as % of Total Sales)	1.97%	1.70%
	c. Loans & advances given to related parties as % of Total loans & advances	99.78%	99.84%
	d. Investments in related parties as % of Total Investments made	2.94%	10.45%

Leadership Indicators:

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
	Nil	

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, The Company has established policies and procedures to identify, disclose, and manage actual or potential conflicts of interest involving Directors and employees. Individuals are required to promptly disclose any conflicts, including those involving their relatives or associates, in accordance with the Company's Code of Conduct. Such disclosures are reviewed through appropriate governance mechanisms to ensure transparency, ethical decision-making, and that the interests of the Company remain paramount.

The Policy can be accessed at the following link: Code of Conduct of Board Members KMP SMP

Principle 2:

Business should provide goods and services in a manner that is sustainable and safe

Essential Indicators:

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

Segment	FY 2024-25	FY 2024-25	Details of improvements in environmental and social impacts
R & D	NA	NA	-
Capex	NA	NA	-

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

Yes, The Company has implemented a Responsible Supply Chain Policy (available at: https://www.flairworld.in/DataFiles/CorporateGovernance/CorporatePolicies/Corporatepolicy_Responsible_Supply_Chain_Policy.pdf), which applies to all recurring suppliers and vendors. Contractual provisions have been incorporated into purchase orders and new agreements to ensure effective implementation of the policy. In addition, the Company exercises due diligence in the evaluation of new partners and in the ongoing monitoring of existing partners to identify and address any potential violations.

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

100%. All the recurring vendors and suppliers are covered under the Responsible Supply Chain Policy.

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

(a) Plastics (including packaging)	The Company complies with the applicable Extended Producer Responsibility (EPR) requirements and has implemented processes for the collection and management of e-waste generated from its operations. It submits the prescribed periodic returns through the Central Pollution Control Board (CPCB) portal and remains committed to complying with all applicable environmental laws and regulations, including the provisions of the Environment (Protection) Act.
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	

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

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's operations. The Company complies with the applicable EPR requirements under the relevant environmental regulations and has implemented a waste collection and management plan that is aligned with the EPR plan submitted to the respective Pollution Control Boards. The Company continues to monitor its compliance obligations, collaborates with authorized recyclers and collection partners where applicable, and periodically reviews its processes to strengthen the environmentally sound collection, recycling, and disposal of waste in accordance with the prescribed regulatory framework.

Leadership Indicators:

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
			NA		

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
	NA	

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Plastic (Reused) (Units)	0	78,521
Plastic (Recycled) (Units)	2,09,933	2,02,936

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)		NA			NA	
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	

Principle 3:

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicators:

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1685	1610	95.55%	1610	95.55%	NA		0	0.00%	0	0.00%
Female	63	50	79.37%	50	79.37%	50	79.37%	NA		0	0.00%
Total	**1748**	**1660**	**94.97%**	**1660**	**94.97%**	**50**	**2.86%**	**0**	**0.00%**	**0**	**0.00%**

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent employees											
Male	73	73	100%	73	100%	NA		0	0.00%	0	0.00%
Female	7	7	100%	7	100%	0	0.00%	NA		0	0.00%
Total	**80**	**80**	**100%**	**80**	**100%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**

b. **Details of measures for the well-being of workers:**

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1727	1698	98.32%	1727	100%	NA		0	0.00%	0	0.00%
Female	3753	3508	93.47%	3753	100%	3753	100%	NA		0	0.00%
Total	**5480**	**5206**	**95.00%**	**5408**	**100%**	**3753**	**68.48%**	**0**	**0.00%**	**0**	**0.00%**
Other than Permanent Workers											
Male	701	579	82.60%	579	82.60%	NA		0	0.00%	0	0.00%
Female	427	356	83.37%	356	83.37%	0	0.00%	NA		0	0.00%
Total	**1128**	**935**	**82.89%**	**935**	**82.89%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.047%	0.13%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	91%	100%	Y	90%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	6%	48%	Y	8.07%	95.13%	Y
Others- please specify	0%	0	NA	0	0	NA

3. Accessibility of workplaces

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

Flair's offices are fully accessible to employees with disabilities, featuring ramps, accessible restrooms, and clear pathways. This inclusive design, in line with the Rights of Persons with Disabilities Act, 2016, removes barriers and ensures everyone can work comfortably.

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

Flair maintains a comprehensive equal opportunity policy as part of its Code of Conduct. This policy requires directors and employees to support and promote equal opportunities for all genders in the workplace. It also sets clear guidelines to prevent and address sexual harassment, helping to ensure a safe and respectful environment for everyone. Flair's commitment to equality also covers individuals with disabilities, in line with the Rights of Persons with Disabilities Act, 2016. The company is dedicated to fair employment practices so that all employees, regardless of gender or ability, are valued and have equal access to opportunities. This approach is reflected in Flair's ongoing efforts to build an inclusive and supportive workplace for all.

The Code of Conduct can be accessed at: https://www.flairworld.in/investor-relation.aspx

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0	0	0	0.00%
Female	100.00%	50.00%	0	0.00%
Total	**100.00%**	**50.00%**	**0**	**0.00%**

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, there is a grievance committee at units to address and redress the concerns
Other than permanent workers	
Permanent employees	Yes, we have a workplace discipline policy as per which the grievances are addressed and redress
Other than permanent employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	0	0	Nil	0	0	0
- Male	0	0		0	0	0
- Female	0	0		0	0	0
Total Permanent Workers	0	0		0	0	0
- Male	0	0		0	0	0
- Female	0	0		0	0	0

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1685	87	5.16%	700	41.54%	1483	168	11.33%	75	5.06%
Female	63	28	44.44%	37	58.73%	55	15	27.27%	10	18.18%
Total	**1748**	**115**	**6.58%**	**737**	**42.16%**	**1538**	**183**	**11.90%**	**85**	**5.53%**
Workers										
Male	1727	1175	68.04%	85	4.92%	1108	656	59.21%	195	17.60%
Female	3753	3578	94.34%	102	2.72%	2795	1020	36.49%	675	24.15%
Total	**5480**	**4753**	**86.73%**	**187**	**3.41%**	**3903**	**1676**	**42.94%**	**870**	**22.29%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1685	87	5.16%	1483	887	59.81%
Female	63	28	44.44%	55	48	87.27%
Total	**1748**	**115**	**6.58%**	**1538**	**935**	**60.79%**
Workers						
Male	1727	1175	68.04%	1108	656	59.21%
Female	3753	3578	95.34%	2795	1020	36.49%
Total	**5480**	**4753**	**86.73%**	**3903**	**1676**	**42.94%**

10. Health and Safety Management System:

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

Yes, Flair has implemented an occupational health and safety management system to protect the well-being of its employees. The company has set up internal committees such as the Worker Welfare Committee, Health and Safety Committee, and Sexual Harassment Committee to oversee and address various aspects of workplace safety and employee welfare. These committees regularly review workplace practices, promote safety awareness, and ensure that any concerns are promptly addressed. Through these measures, Flair aims to maintain a safe, healthy, and supportive work environment for all employees.

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

To systematically identify work-related hazards and assess risks on both routine and non-routine bases, the organization has implemented several key processes. Regular inspections are conducted, and certifications are maintained for all internal vehicles, including forklifts, chain-pullies, small tempos used for local material transportation, and lifts. The organization also performs periodic tests for health hazards such as excessive noise and air pollution, maintaining required certifications for Noise, Lux, and water qualit . In the event of workplace incidents, including injuries and illnesses, incident investigations are carried out. Two dedicated first aid rooms are available to provide immediate medical assistance, with further referrals made to the Sharda Medical Health Care Centre as needed. Hazard identification and risk assessment procedures are followed, which include daily plant rounds to detect unsafe acts and conditions. In addition, the organization holds quarterly safety committee meetings with workers and conducts third-party safety audits on a regular basis to ensure ongoing safety and compliance.

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

The organization has established processes that enable workers to report work-related hazards and take steps to avoid such risks. The code of conduct empowers employees to report any incidents that negatively impact the environment, health, or safety directly to management. In addition, workers are encouraged to bring work-related hazards to the attention of their respective Heads of Departments (HODs) and may request corrective actions to address these concerns.

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

Yes, Flair provides employees and workers with access to non-occupational medical and healthcare services. On-site medical facilities are available to handle minor health issues and emergencies as they occur. In addition, the company offers insurance coverage through ESIC, which supports healthcare needs that go beyond the workplace. This approach helps ensure a safer and more supportive environment for everyone at Flair.

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

Safety Incident /Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

To ensure a safe and healthy workplace, the organization has implemented the following measures:

- A comprehensive hazard identification and risk assessment process is followed to identify work-related hazards and risks.
- Daily plant rounds are conducted to detect and address unsafe acts and conditions.
- Quarterly safety committee meetings are held with workers to discuss and enhance safety measures.
- All employees are required to wear appropriate protective equipment and clothing.
- A health and safety policy has been instituted to promote and maintain a safe working environment.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0
Working Conditions	0

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

The organization takes corrective actions for safety-related incidents and significant risks with utmost seriousness. In the event of an incident, an immediate 'Meeting Call' is convened with all departmental heads and local management, including plant heads and the Assistant General Managers (AGM), to collaboratively determine practical solutions. Furthermore, regular meetings are held two to three times per month with all relevant Heads of Departments (HODs) and local management to discuss ongoing issues, ensuring that health and safety concerns are promptly identified and effectively addressed.

Leadership Indicators:

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees – No

(B) Workers – Yes, the company has workmen Compensation policy.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues have been deducted and deposited by the value chain partners.

The Company has following measures:

1. Vendor Due Diligence and On boarding
2. Contractual Safeguards
3. Regular Collection and Review of Compliance Proofs
4. Audit and Compliance Checks
5. Use of Technology Tools for Reconciliation
6. Monitoring Through Tax Portals

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total No. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

NA

Principle 4

Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators:

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

Flair identifies key stakeholders using a structured process that involves mapping potential groups, analysing their interests and level of influence, and engaging them through regular feedback. This approach ensures that all relevant parties are acknowledged and their perspectives are included in decision-making. By maintaining ongoing dialogue, Flair is able to respond to stakeholder needs and incorporate their input into business strategies, supporting transparent and effective stakeholder engagement.

The key stakeholders that we have identified include-

- Investors
- Community
- Suppliers
- Customers
- Regulatory Authorities
- Employees and workers

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	General meetings, investors and analyst meet, earning calls	Quarterly, annually, and as and when required	Transparent and effective communication, addressing investor queries and concerns
Community	Yes	In-person meetings with people and through calls	As and when required	Addressing community problems
Suppliers	No	Calls, letters, e-mails, visits	On timely basis (weekly/monthly/ quarterly/annual)	Routine orders and payment-related affairs, quality checks, communication and updates on business plans
Customers	No	E-mails, customer care calls	Need-based/ annual/bi-annual	Product/service quality and safety, other queries
Regulatory Authorities	No	Letters, personal Visits	Regular basis	Regulatory compliance, transparent disclosures
Employees and Workers	No	Calls, e-mails, notice Board	Regular Basis	Health and safety, grievance redressal, skill development and growth, work-related matters

Leadership Indicators:

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   The Company has established stakeholder engagement mechanisms to regularly interact with key stakeholder groups, including investors, employees, customers, suppliers, communities, and regulatory authorities. While direct consultation between stakeholders and the Board is not undertaken, stakeholder feedback is reviewed by the management and escalated, where necessary, to the relevant Board-level committees. This ensures that key economic, environmental, and social considerations are incorporated into the Company's decision-making and governance processes.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes, The Company engages with its key stakeholders, including employees, customers, suppliers, communities, and regulatory authorities, to identify and manage material environmental and social topics. Feedback received through regular interactions, grievance mechanisms, and stakeholder engagements is considered while strengthening policies and initiatives related to employee well-being, health and safety, responsible sourcing, waste management, and environmental compliance. These inputs support the Company's continuous improvement and sustainability efforts.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

   The Company actively engages with local communities to understand their concerns and expectations through regular interactions and community outreach initiatives. Based on the feedback received, the Company undertakes CSR initiatives focused on education, healthcare, sanitation, and community development, ensuring that its interventions address local needs and contribute to the well-being of vulnerable and marginalized groups.

Principle 5

Business should respect and promote human rights

Essential Indicators:

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	1748	38	2.17%	1538	82	5.33%
Other than Permanent	80	0	0.00%	50	0	0.00%
Total Employees	**1828**	**38**	**2.08%**	**1588**	**82**	**5.16%**
Workers						
Permanent	5480	106	1.93%	3903	275	7.05%
Other than Permanent	1128	0	0.00%	1941	0	0.00%
Total Workers	**6608**	**106**	**1.60%**	**5844**	**275**	**4.71%**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1685	0	0.00%	1685	100%	1483	0	0.00%	1483	100.00%
Female	63	0	0.00%	63	100%	55	0	0.00%	55	100.00%
Other than Permanent										
Male	73	0	0.00%	73	100%	43	0	0.00%	43	100.00%
Female	7	0	0.00%	7	100%	7	0	0.00%	7	100.00%
Workers										
Permanent										
Male	1727	833	48.23%	894	51.77%	1108	450	40.61%	658	59.39%
Female	3753	2860	76.20%	893	23.08%	2795	2655	94.99%	140	5.01%
Other than Permanent										
Male	701	389	55.46%	312	44.54%	1020	528	51.76%	492	48.24%
Female	427	352	82.47%	75	17.53%	921	726	78.83%	195	21.17%

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	47,83,334	1	1,00,000
Key Managerial Personnel	2	68,15,984	0	0
Employees other than BoD and KMP	1705	2,84,616	67	3,84,000
Workers	1741	2,74,872	4180	1,54,752

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	64.31%	64.84%

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

The human resource department at Flair is responsible for handling human rights issues that may arise from the company's operations. This includes ensuring that all company policies and practices respect human rights, providing regular training to employees, and making sure there are clear ways for staff to report any concerns. By managing these areas, HR helps create a fair workplace where any problems related to human rights are addressed quickly and properly, supporting an environment of respect and equality for everyone.

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

Flair encourages employees to first raise any issues or grievances with their immediate supervisor, enabling prompt and direct resolution. If the concern remains unresolved, the matter may be escalated to the Head of the Department (HOD), who provides additional oversight and ensures a thorough review. Beyond this, employees can approach Human Resources, where a designated Grievance Redressal Officer confidentially records the complaint, acknowledges receipt within three working days, and works with a cross-functional committee to investigate and resolve the issue—typically within 30 days. Throughout the process, confidentiality is maintained and employees may request support or representation at any stage. This structured, multi-level mechanism not only offers clear escalation paths but also incorporates regular monitoring and reporting to senior management, reinforcing Flair's commitment to fairness, transparency, and employee well-being.

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

The details are provided below:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	NA	NA	Nil	NA	NA
Discrimination at workplace	Nil	NA	NA	Nil	NA	NA
Child Labour	Nil	NA	NA	Nil	NA	NA
Forced Labour/Involuntary Labour	Nil	NA	NA	Nil	NA	NA
Wages	Nil	NA	NA	Nil	NA	NA
Other Human rights related issues	Nil	NA	NA	Nil	NA	NA

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

	FY 2025-26	FY 2024-25
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	0	0
iii) Complaints on POSH as a % of female employees / workers	0.00%	0.00%
iv) Complaints on POSH upheld	0	0

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

Flair has established a robust whistle-blower policy to uphold ethical conduct and transparency across the organization. This policy allows directors, employees, customers, and vendors to confidentially report any concerns about unethical behaviour, fraud, or violations of the company's code of conduct to the Chairman of the Audit Committee or via email. Flair guarantees protection against victimization for all whistle-blowers and commits to thoroughly investigating each report and taking appropriate corrective action, thereby reinforcing trust and accountability at every level of the business.

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

Yes

10. Assessment for the year:

	% of the entity's plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child Labour	For the reporting year, human rights assessments were not conducted at the Company's plants and offices. However, the Company remains committed to maintaining high standards in this area and continues to evaluate its approach to ensure alignment with applicable regulations and global best practices.
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Other- please specify	

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

NA

Leadership Indicators:

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

   NA

2. **Details of the scope and coverage of any Human rights due-diligence conducted.**

   NA

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

   Flair ensures that its premises and offices are fully accessible to differently abled visitors, creating a welcoming and barrier-free environment for all guests in line with the Rights of Persons with Disabilities Act, 2016.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NA
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

   NA

Principle 6

Business should respect and make efforts to protect and restore the environment.

Essential Indicators:

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	1,147.77	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**1,147.77**	**0**
From non-renewable sources		
Total electricity consumption (D)	1,04,998.98	95,565.40
Total fuel consumption (E)	1,902.62	3,347.06
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	**1,06,901.60**	**98,912.46**
Total energy consumed (A+B+C+D+E+F)	**1,08,049.37**	**98,912.46**

Note: The Company remains committed to enhancing the quality and accuracy of its sustainability data. As part of this ongoing effort, improvements have been made to the underlying methodology, data collection processes, and backend systems. Accordingly, stakeholders may notice minor variations in certain reported indicators compared to the previous year, reflecting the adoption of a more robust and accurate reporting framework.

Parameter	FY 2025-26	FY 2024-25
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/Million Rs.)	10.67	10.42
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)* (GJ/Million USD)	216.96	215.26
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	38449.00	35205.40
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	38449.00	35205.40
Total volume of water consumption (in kilolitres)	33231.00	30227.40
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/Million Rs.)	3.28	3.18
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/Million USD)	66.73	65.78
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	5218	4978
- No treatment	0	0
- With treatment – please specify level of treatment	5218	4978
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	5218	4978
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

Yes, The Company has implemented Zero Liquid Discharge (ZLD) practices at two of its manufacturing facilities. Sewage Treatment Plants (STPs) with capacities of 50 KLD at Daman and 100 KLD at Valsad treat domestic wastewater and the treated water is reused for toilet flushing and gardening. This approach promotes efficient water conservation and supports the Company's commitment to sustainable water management.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NO_x	mg/m^3	8.748	28.17
SO_x	mg/m^3	11.12	24.25
Particulate matter (PM)	mg/m^3	12.6	37.205
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	PPM	1.5	1.25
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No		

7. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	130.91	209.23
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	20708.13	19298.89
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	$MTCO_2e$/in million	2.06	2.05
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	$MTCO_2e$/in million Dollar USD	41.84	42.46
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No		

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

The Company has undertaken several initiatives to reduce its greenhouse gas (GHG) emissions through enhanced energy efficiency and the adoption of renewable energy. It has commissioned a 1.85 MW rooftop solar power system across its Daman and Valsad manufacturing facilities, reducing dependence on conventional energy sources. Additionally, the Company has installed energy-efficient machinery and optimized the use of natural daylight in production areas to lower electricity consumption and reduce Scope 2 emissions. These initiatives reflect the Company's commitment to improving energy efficiency and supporting its long-term decarbonization objectives.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	87.97	133.72
E-waste **(B)**	0.035	0
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	0	0
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	2.4	0.28
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	**90.405**	**134.00**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/Million Rs.)	0.0089	0.01
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/Million USD)	0.18	0.29
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	NA
(ii) Re-used	0	NA
(iii) Other recovery operations	0	NA
Total	**0**	**NA**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	NA
(ii) Landfilling	0	NA
(iii) Other disposal operations	90.405	NA
Total	**90.405**	**NA**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

The Company follows a structured waste management approach to ensure the responsible segregation, collection, recycling, and disposal of waste in compliance with applicable regulations. Plastic waste, including packaging materials, is managed through authorized recyclers, while hazardous waste such as used oil is disposed of through CPCB/SPCB-authorized vendors. Paper waste and corrugated cartons are recycled through local authorized agencies.

To minimize the use of hazardous and toxic chemicals, the Company promotes the adoption of safer alternatives wherever feasible, optimizes manufacturing processes, and implements stringent handling, storage, and disposal practices. These initiatives help reduce environmental impact while ensuring regulatory compliance and operational safety.

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

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

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).

If not, provide details of all such non-compliances, in the following format:

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

Leadership Indicators:

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

(i) Name of the area – Dehradun, Valsad, Daman

(ii) Nature of operations – Manufacturing

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	28697.00	23205
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	28697.00	23205.40
Total volume of water consumption (in kiloliters)	23479.00	18227.40
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	5218	4978
- No treatment	0	0
- With treatment – please specify level of treatment	5218	4978
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2025-26	FY 2024-25
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**5218**	**4978**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	The Company is in the process of developing an appropriate mechanism to measure and report its Scope 3 greenhouse gas emissions. Disclosure of this indicator will be considered in future reporting cycles upon completion of the required assessment framework and data collection processes.		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			

3. With respect to the ecologically sensitive areas reported in Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

4. If the entity provided below taken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Kindly refer to the Environmental section of the Annual Report for a brief overview of the Company's key projects and initiatives undertaken to promote sustainability across its operations.			

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has established a Business Continuity and Disaster Management Plan to enhance operational resilience and ensure employee safety during emergencies. Regular mock drills, emergency preparedness training, and evacuation exercises are conducted to strengthen response capabilities. Fire safety equipment, including extinguishers, hose reels, sand buckets, and alarm systems, is regularly inspected and maintained. The Company also provides first-aid training and periodically reviews its emergency response procedures to ensure preparedness and minimize operational disruptions.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

NA

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

Nil

8. How Many green credits have been generated or produced

a	By the listed entity	Nil
b	By the top ten (in terms of value of purchase and sales respectively) value chain partners	NA

Principle 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators:

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

- 4

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	Writing Instruments Manufacturers Organisation	National
2	The Plastic Export Promotion Council (PLEXCONCIL)	National
3	The All- India Exporters Chamber	National
4	Pen & Stationary Association of India	National

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

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

Leadership Indicators:

1. **Details of public policy positions advocated by the entity:**

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
			NA		

Principle 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators:

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

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

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

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

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

The Company implements its CSR initiatives through experienced implementation partners and local NGOs to ensure that projects effectively address community needs. Community members can raise grievances or provide feedback through these partners, enabling timely identification and resolution of concerns. The Company reviews the feedback received and takes appropriate corrective actions wherever required, ensuring transparency, accountability, and continuous improvement in its CSR programmes while fostering long-term community relationships.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	Data not available/ Not identifiable	
Directly from within India	76.67%	73.65%

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

Location	FY 2025-2026	FY 2024-2025
Rural		
% of Job creation in Rural areas	NA	NA
Semi-urban		
% of Job creation in Semi-urban areas	12.65%	5.10%
Urban		
% of Job creation in Urban areas	71.64%	95%
Metropolitan		
% of Job creation in Metropolitan areas	15.71%	NA (No workers in the head office)
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)		

The Company has revised its methodology for calculating job creation, aligning it with the RBI classification and the 2011 Census data in the current year, to ensure compliance with SEBI's requirements.

Leadership Indicators:

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	

2. Provide the following information on CSR projects undertaken by the entity in the designated aspirational districts as identified by government bodies:

S. No	State	Aspirational District	Amount spent (In INR)
NA			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)

No

(b) From which marginalized/vulnerable groups do you procure?

NA

(c) What percentage of total procurement (by value) does it constitute?

NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the entity (in the current financial year), based on traditional knowledge:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Support towards education and community development initiatives through various educational and social welfare projects	Students and members of local communities benefited through educational support initiatives	Majority of beneficiaries belong to vulnerable and marginalized sections of society
2	Support towards healthcare assistance and medical support initiatives	Individuals benefited through healthcare-related assistance and support initiatives	
3	Support towards accessibility and mobility assistance for persons with disabilities	Persons benefited through mobility support initiatives	
4	Support towards community welfare and other social development initiatives	Individuals across communities benefited through various welfare initiatives	

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators:

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

The Company has established a customer grievance redressal mechanism to address product and service-related concerns promptly and effectively. Customers can raise queries or complaints through the dedicated Customer Support Desk via phone or email at consumercare@flairpens.com. All complaints are reviewed by the relevant teams, followed by investigation, root cause analysis, and implementation of corrective and preventive actions, wherever required. The Company also engages directly with customers, when necessary, to ensure timely resolution and continuous improvement in product quality and customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	100.00%
Recycling and/or safe disposal	Nil

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	The company does not provide any essential services.	Nil	Nil	The company does not provide any essential services.
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

No, The Company does not currently have a formal cyber security and data privacy policy. However, it has implemented appropriate internal controls and information security practices to safeguard business and stakeholder data, ensuring its confidentiality, integrity, and availability. The Company periodically reviews and strengthens these measures to address evolving cyber security risks and is working towards developing a formal framework to further enhance its data protection and digital governance practices.

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

NA

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches	Nil
b. Percentage of data breaches involving personally identifiable information of customers	NA
c. Impact, if any, of the data breaches	NA

Leadership Indicators:

1. Channels/platforms where information on products and services of the entity can be accessed (provide web-link, if available).

Information on the Company's products and services is available through its official website and major e-commerce platforms. These channels provide comprehensive details on the Company's portfolio, including product features, specifications, and brand offerings, enabling customers to make informed purchasing decisions.

Product information can be accessed at: https://www.flairworld.in/our-brands.html

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Company promotes the safe and responsible use of its products by providing clear and accurate information on product packaging, including usage instructions, handling, storage, and other relevant details. Product information is also made available through the Company's website and promotional materials, enabling consumers to make informed decisions and ensuring a safe and satisfactory user experience.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

NA

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/No)

No