FOODS LTD.
Feeding the world..

17th July, 2026

National Stock Exchange of India Limited,	BSE Limited,
Exchange Plaza, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051. **Symbol: ADFFOODS**	Department of Corporate Services, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001. **Scrip Code: 519183**

Subject: Business Responsibility and Sustainability Report for the Financial Year 2025-26 of ADF Foods Limited.

Dear Sir/Madam,

Pursuant to the provisions of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of ADF Foods Limited ("the Company") for the Financial Year 2025-26.

The Business Responsibility and Sustainability Report is also available on the website of the Company at www.adf-foods.com.

Request you to kindly take the same on your record.

Thanking You,

Yours faithfully,
For **ADF Foods Limited**

SHALAKA SWAPNIL OVALEKAR
Digitally signed by SHALAKA SWAPNIL OVALEKAR
Date: 2026.07.17 19:29:17 +05'30'

Shalaka Ovalekar
Company Secretary

Encl: As Above

Regd Off: 83/86, G.I.D.C Industrial Estate, Nadiad - 387 001, India. Tel.: +91 268 2551381/82 Fax: +91 268 2565068
Email: nadiadfactory@adf-foods.com CIN: L15400GJ1990PLC014265
Corp. Off: Marathon Innova, B2, G01, Ground Floor, G. K. Road, Lower Parel, Mumbai 400 013. INDIA.
Tel.: +91 22 6141 5555, Fax: +91 22 6141 5577, Email: info@adf-foods.com, Web: www.adf-foods.com

BUSINESS REPONSIBILITY & SUSTAINIBILITY REPORT ('BRSR')

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Details		Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L15400GJ1990PLC014265
2.	Name of the Listed Entity	ADF Foods Limited
3.	Year of incorporation	1990
4.	Registered office address	83/86, G.I.D.C Industrial Estate, Nadiad - 387 001, Gujarat, India
5.	Corporate address	Marathon Innova B2 – G01 Ground Floor, Opp. Peninsula Corporate Park, G.K. Road, Lower Parel (W), Mumbai – 400 013
6.	E-mail	co_secretary@adf-foods.com
7.	Telephone	022 6141 5555
8.	Website	https://adf-foods.com
9.	Financial year for which reporting is being done	FY 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. Bombay Stock Exchange (BSE)
11.	Paid-up Capital	Rs. 21,97,27,190
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shalaka Ovalekar Company Secretary & Compliance Officer Email: co_secretary@adf-foods.com Contact: 022 6141 5555
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
14.	Name of assessment or assurance provider	Not Applicable
15.	Type of assessment or assurance obtained	Not Applicable

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 Distribution of Processed Foods	ADF Foods is a leading global food manufacturing Company and distributor offering products such as sauces, pickles, chutneys, pastes, ready-to-cook, ready-to-eat products and frozen foods.	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	Meal accompaniments and Prepared food in frozen or canned form	10305, 10306, 10307, 10750	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	2	5
International	0	3	3

19. **Markets served by the entity:**

a. **Number of locations**

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	60+

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

99.61%

c. **A brief on types of customers**

ADF Foods serves a wide range of customers, including retail consumers, wholesalers and distributors. The Company has strong distribution network in more than 60 countries across the Globe.

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)	286	261	91.26%	25	8.74%
2.	Other than Permanent (E)	4	3	75%	1	25%
3.	**Total employees (D + E)**	290	264	91.03%	26	8.97%
			WORKERS			
4.	Permanent (F)	108	58	53.70%	50	46.30%
5.	Other than Permanent (G)	1788	819	45.80%	969	54.19%
6.	**Total workers (F + G)**	1896	877	46.26%	1019	53.74%

b. **Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			DIFFERENTLY ABLED EMPLOYEES			
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total differently abled employees (D + E)**	0	0	0%	0	0%
			DIFFERENTLY ABLED WORKERS			
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	**Total differently abled workers (F + G)**	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel*	4	1	25%

*Key Managerial Personnel (KMP) includes the Managing Director, Whole Time Director, Company Secretary, Chief Financial Officer (CFO). Since the Managing Director and Whole Time Directors are also members of the Board of Directors and are categorized as KMP, they are excluded from the count of the Board of Directors for the purpose of calculation.

22. Turnover rate for permanent employees and workers

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.96%	8%	9.79%	17.67%	13.04%	17.25%	12%	15%	12%
Permanent Workers	1.72%	6%	3.70%	5%	5.56%	5.26%	0%	0%	0%

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1	ADF Foods (India) Limited	Subsidiary	100%	No
2	Telluric Foods (India) Limited	Subsidiary	100%	No
3	Telluric Foods Limited	Subsidiary	100%	No
4	ADF Foods UK Limited	Subsidiary	100%	No
5	ADF Holdings (USA) Limited	Subsidiary	100%	No
6	ADF Foods (USA) Limited	Subsidiary	100%	No
7	Vibrant Foods New Jersey LLC	Subsidiary	100%	No
8	ADF Foods Australia PTY Ltd.	Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs.): Rs. 52,791.51 Lakhs (Excluding Other Income)

(iii) Net worth (in Rs.): Rs. 59,471.88 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://adf-foods.com/wp-content/uploads/2026/03/Grievance-Redressal-Policy-External.pdf	0	0	-	0	0	-
Investors (other than shareholders)	Yes	https://adf-foods.com/wp-content/uploads/2026/03/Grievance-Redressal-Policy-External.pdf	0	0	-	0	0	-
Shareholders	Yes	https://adf-foods.com/wp-content/uploads/2026/03/Grievance-Redressal-Policy-External.pdf	4	1	The pending complaint was resolved post completion of financial year 31st March, 2026.	8	1	The pending complaint was referred to conciliation during Q4 FY 25. The same was decided in the Company's favour in April 25
Employees and workers	Yes	https://adf-foods.com/wp-content/uploads/2026/03/Grievance-Redressal-Policy-Internal.pdf	0	0	-	0	0	-
Customers	Yes	https://adf-foods.com/wp-content/uploads/2026/03/Grievance-Redressal-Policy-External.pdf	18	0	-	22	0	-
Value Chain Partners	Yes	https://adf-foods.com/wp-content/uploads/2025/03/Grievance-Redressal-Policy-External.pdf	0	0	-	0	0	-

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

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Opportunity	Planned and executed renewable energy systems and energy efficient appliances can drive the organisation to reach maximum efficiency of energy produced and procured.	Obtain renewable energy through solar/hybrid power units, supply of renewable energy and migrate to energy efficient machinery and appliances to minimize power consumption.	Investing in renewable energy systems, energy efficient appliances and machinery has the potential to provide positive benefits and decrease operating expenses over the long run.
2	Carbon Emissions	Risk	Rising product demand will need higher manufacturing capacity, resulting in a rise in emissions.	Implementation of energy efficient technologies in the processes such as efficient machinery, environment friendly resources and transitioning to low emission fuels.	Increasing operating costs (negative implication) will be brought on by investments in more environmentally friendly technology and techniques for reducing emissions.
3	Water Management	Risk	With water being a scarce resource on the planet and an essential component of food production industry, the scarcity and mismanagement of water poses a risk to the future operations	Establish strategies and audits to guarantee optimal ZLD efficiency in all plants, as well as additional measures to conserve water resources through programmes such as rainwater harvesting and groundwater recharging.	Increasing operating cost in setting up and upgrading ZLD will be off-set to an extent by reduction in water consumption cost due to usage of recycled water in secondary processes.
4	Packaging Material	Risk	Due to the different geographical locations of the customers, it is not always feasible to monitor treatment and disposal or offer a collection of food packaging waste handled by individual customers.	Initiatives are being developed to embrace more environmentally friendly packaging technologies and materials in order to provide a safe environment. Present packaging material has increased shelf life of the products leading to an increase in the waste due to expiry of products.	An increase in output will result in an increase in packaging trash, increasing the Company's responsibility for the waste and the increased quantity to acquire and execute viable treatment technologies. The same will have negative financial implications in the short run.
5	Waste Management	Opportunity	The waste produced may be seen as a resource that could be used in the future as well as a way to lessen the negative effects the business has on the environment. Food residue from production can be used for fodder and similar purposes.	Collaboration with External agencies to ensure efficient waste recycling processes are being developed in order to reduce waste disposal. ZLD process is available in Nasik and Nadiad and further steps are taken to ensure that waste is processed and disposed of in accordance with CPCB/ SPCB approved limits.	Waste is recycled and reused both internally and externally, resulting in lower operating costs and a contribution to minimizing environmental waste. The same will have positive financial implications in the long run.

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	CSR	Opportunity	Involvement in the development of the community serves to improve the standard of community life, therefore producing future employees and consumers. It also helps the Company generate goodwill by becoming a community benefactor.	Development and implementation of community engagement activities with the provision of funds to the community as well as through initiatives of the CSR department of the Company.	The benefits to the community via engagement activities of the Company develop goodwill and boost the Company's brand, which has long-term financial benefits.
7	Diversity, Equity and Inclusion	Opportunity	It provides the Company an avenue to contribute to the betterment of the society as a whole and access to a larger pool of talent for its workforce.	Focus on encouraging people from all walks of life to enter the workforce by providing a safer workplace via the implementation of legislation that safeguard equal rights, fair pay and workplace safety. Creating robust systems in the form of policies, as well as efficient monitoring mechanisms, to ensure that initiatives are carried out in accordance with the Company's values.	The benefits that DEI activities bring to the workforce develop loyalty among employees, reduction in the attrition rate which has long term financial benefits.
8	Human Rights	Risk	Changing regulations pose a challenge to the business in terms of being ethical and fair employer.	All operations are rigorously monitored to ensure that no human rights violations occur in the course of doing business. We are committed to conducting regular human rights training for our employees and workers.	A violation in any of the business activities can lead to severe reputational and financial risk for the organisation
9	Workforce Welfare	Opportunity	As staff is an important component of the business growth plan, failing to satisfy workforce expectations may have a negative impact on the Company's retention rate and business continuity.	Measures to guarantee that a specific emphasis is placed on providing benefits other than wages/ salaries to all workers, such as medical and accidental insurance and other social security benefits.	Expenses for benefits are vital for worker welfare and producing a motivated staff, which leads to greater quality of operations and consequently, increased revenues.
10	Human capital Development	Opportunity	Highly skilled workers and employees carry out their duties more effectively and efficiently, resulting in a more effective workforce that supports the Company's internal growth, which in turn helps to improve product quality and eventually, revenue.	Ensure the holistic development of all Company personnel via advanced technology training in manufacturing processes and logistics. Furthermore, relevant individuals receive skill enhancement training to ensure that the workforce is equipped with the most efficient skills.	Efforts in ensuring the skill development of the workforce will lead to a more efficient workforce and improved productivity of the Company thereby bringing the positive financial implications.

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Employee Health and Safety	Risk	Employee health and safety issues can cause operations to be disrupted, productivity levels to fall and the brand's image in the market to suffer.	Workplace safety policies are being adopted in order to safeguard the workforce's safety and boost productivity. Workers are provided with the necessary personal protective equipment, and stringent safety measures are implemented. To raise safety awareness among all employees, promotional initiatives and training are implemented.	Financial resources dedicated to employee health and safety will yield positive results in the long term.
12	Sustainable Sourcing	Opportunity	Sourcing raw materials from local suppliers helps the Company procure fresh materials for its food products thereby enhancing the product quality and economic development of the local communities.	ADF obtains majority of agro-based raw material from local mandis. The promotion of local vendors provides them with an enhanced source of revenue.	The reasonable cost of raw materials due to purchasing from local vendors enhanced ADF's commitment to the environment by lowering emissions from reduced transportation, improving product quality attributable to freshly sourced raw material and upliftment of the local community. The same will result into positive financial implication.
13	Product Design & Lifecycle Management	Opportunity	Improved package quality in terms of environmental friendliness would significantly minimize ADF's carbon footprint and demonstrate ADF's commitment to the sustainable environment.	Efforts are being developed to transition all viable items to more environmentally friendly packaging.	Environmentally friendly packaging will ultimately lower indirect waste management costs and move the Company towards a more sustainable model.
14	Product quality and safety	Risk	With the packaged food industry's high sensitivity to product quality and safety concerns, controlling risks associated with product responsibility is critical for a successful business model.	Comprehensive monitoring systems of all business operations to assure product quality and strict guidelines for guaranteeing product safety in accordance with industry standards and applicable statutory norms.	Any deviation from product quality and safety standards could result in fines and loss of business and therefore revenue. It can also potentially cause a reputational loss for the Company.
15	Business Conduct and Ethics	Risk	Any transgression of the organization's ethical standards may result in the loss of goodwill of the business and may have financial and legal repercussions.	Mechanisms for rigorous monitoring and compliance are put in place to ensure that all business operations adhere to the Company's principles and rules.	A violation in any of the business activities can lead to severe reputational, financial and legal risk for the organisation.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

<table>
<tr><th colspan="3">Disclosure Questions</th><th>P 1</th><th>P 2</th><th>P 3</th><th>P 4</th><th>P 5</th><th>P 6</th><th>P 7</th><th>P 8</th><th>P 9</th></tr>
<tr><td colspan="12">Policy and management processes</td></tr>
<tr><td>1.</td><td>a.</td><td>Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td></td><td>b.</td><td>Has the policy been approved by the Board? (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td></td><td>c..</td><td>Web Link of the Policies, if available</td><td colspan="9">1. https://adf-foods.com/wp-content/uploads/2026/04/Whistle-Blower-Policy.pdf
2. https://adf-foods.com/wp-content/uploads/2026/03/Code-of-Conduct.pdf
3. https://adf-foods.com/wp-content/uploads/2026/03/CSR-Policy.pdf
4. https://adf-foods.com/wp-content/uploads/2026/07/Sexual-Harassment-Policy-new.pdf
5. https://adf-foods.com/wp-content/uploads/2026/03/Environment-Protection-Policy.pdf
6. https://adf-foods.com/wp-content/uploads/2026/03/Equal-Opportunity-for-Work-and-Pay-Policy.pdf
7. https://adf-foods.com/wp-content/uploads/2026/03/Grievance-Redressal-Policy-External.pdf
8. https://adf-foods.com/wp-content/uploads/2026/03/Grievance-Redressal-Policy-Internal.pdf
9. https://adf-foods.com/wp-content/uploads/2026/03/Human-Rights-Policy.pdf
10. https://adf-foods.com/wp-content/uploads/2026/03/Preferential-Procurement-Policy.pdf</td></tr>
<tr><td>2.</td><td colspan="2">Whether the entity has translated the policy into procedures. (Yes / No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td>3.</td><td colspan="2">Do the enlisted policies extend to your value chain partners? (Yes/No)</td><td colspan="9">The Supplier Code of Conduct is applicable to the Vendors for raw material/packaging material</td></tr>
<tr><td>4.</td><td colspan="2">Name of the national and international codes/certifications/labels/ standards adopted by your entity and mapped to each principle.</td><td colspan="9">1. ISO 22000: 2018 (FSMS) certification
2. BRCGS certification
3. SEDEX SMETA certification
4. HALAL certification
5. Kosher Certification
6. NON GMO Certification
7. Organic Certification
8. Glyphosate Residue Free certification</td></tr>
<tr><td>5.</td><td colspan="2">Specific commitments, goals and targets set by the entity with defined timelines, if any.</td><td colspan="9">ADF's ESG Roadmap with specific commitments, goals and targets is under development. This would be published as per the approval from our Board in the coming year.</td></tr>
<tr><td>6.</td><td colspan="2">Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</td><td colspan="9">Not applicable</td></tr>
</table>

Governance, leadership and oversight		
7.	Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) At ADF, we recognize the crucial role that we play in ensuring the sustainability of our planet. We are committed to minimizing our environmental impact by taking responsible actions that prioritize sustainability in every aspect of our operations. To achieve our sustainability goals, we have implemented a comprehensive sustainability strategy that includes improving water efficiency through water recycling by installation/ upgradation of ZLD water treatment plant in our facilities at Nasik and Nadiad. We have also invested in renewable energy sources to power our operations and have implemented energy-efficient technologies throughout our production facilities. We are also focusing on 100% recycling of the foods waste and enhancing the recycling of other waste. In addition to minimizing our environmental impact, we are also committed to promoting social sustainability. We are in the process of prioritizing fair labour practices throughout our supply chain and work with suppliers who share our commitment to human rights, labour rights and ethical business practices. As a Company, we understand that sustainability is an ongoing journey, and we are continuously looking for ways to improve and innovate our sustainability practices. We believe that by prioritizing sustainability, we can create long-term value for our customers, our employees and the planet. We are proud of the progress we have made thus far and remain committed to achieving our sustainability goals while also driving growth and delivering value for all of our stakeholders.	
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Chief Executive Officer
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes An Internal ESG Committee has been formed. The Composition of the Committee is as follows: 1) Mr. Arjuun Guuha, Whole Time Director – Chairman; 2) Mr. Srinivas Ayyagari, Chief Financial Officer – Member; 3) Mr. Sumer Thakkar, Vice President -Sales & Strategy – Member; 4) Ms. Shalaka Ovalekar – Company Secretary & VP Legal – 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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	ESG Committee									Annual								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes, all the statutory requirements have been complied with.																	

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	NO								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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	Code of Conduct	100%
Key Managerial Personnel	1	Code of Conduct, Human Rights, Anti-Corruption & Anti-Bribery, Business Ethics	100%
Employees other than BoD and KMPs	44	Code of Conduct, Human Rights, Anti-Corruption & Anti- Bribery, Business Ethics, POSH, HR Policies, Environment Protection, Fire Safety, Emergency Mock Drill, Personal Hygiene, Workplace Safety.	100%
Workers	74	Human Rights, HR Policies, Occupational Health and Safety, Food Safety, Environment Protection, Good Manufacturing Practices, Time Management, Personal Hygiene, Workplace Safety.	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

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	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	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
Not Applicable	Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy?

   Yes

   If yes, provide details in brief and if available, provide a web-link to the policy.

   https://adf-foods.com/wp-content/uploads/2026/03/Anti-Bribery-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 Current Financial Year	FY 2024-25 Previous Financial Year
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 Current Financial Year		FY 2024-25 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of compliants received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of compliants 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.

Not Applicable

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Number of days of accounts payables	41	30

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 Current Financial Year	FY 2024-25 Previous Financial Year
Concentration of Purchases	a)	Purchases from trading houses as% of total purchases	-	-
	b)	Number of trading houses where purchases are made from	-	-
	c)	Purchases from top 10 trading houses as% of total purchases from trading houses	-	-
Concentration of Sales	a)	Sales to dealers / distributors as% of total sales	100%	100%
	b)	Number of dealers / distributors to whom sales are made	96	92
	c)	Sales to top 10 dealers / distributors as% of total sales to dealers / distributors	57.55%	53.24%
Share of RPTs in	a)	Purchases (Purchases with related parties / Total Purchases)	-	-
	b)	Sales (Sales to related parties / Total Sales)	17.98%	11.58%
	c)	Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d)	Investments (Investments in related parties / Total Investments made)	87.90%	55.16%

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PRINCIPLE 2 Businesses 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 product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	The entire R&D expenditure and related Capex is focused on Energy Conservation measures for processes and further development of quality and healthy products.
Capex	100%	100%	

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

   Yes

   The Company contributes to sustainable sourcing by obtaining agro-based raw material from local mandis. The promotion of local vendors provides them with an enhanced source of revenue and larger supplier base for ADF for its operations.

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

   Around 8% of the inputs are through sustainable sourcing.

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.

Plastics (including packaging)	Plastic waste is given to authorised recycling agency. Other packaging wastes including labels/ gunny bags/trays/carboys are given to other scrap dealers.
E-waste	E-wastes and batteries are given to authorised agencies.
Hazardous waste	Processed burnt oil and ETP sludge are disposed off outside the factory by authorised external agencies.
Other waste	Glass bottles and cartons are given to other scrap dealers. Vegetables/fruits waste is given to dealers for using as cattle fodder/ preparing manure.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.

   Yes

PRINCIPLE 3 Businesses should respect and promote the well-being 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	261	261	100%	261	100%	0	0%	261	100%	261	100%
Female	25	25	100%	25	100%	25	100%	0	0%	25	100%
Total	**286**	**286**	**100%**	**286**	**100%**	**25**	**100%**	**261**	**100%**	**286**	**100%**
Other than Permanent employees											
Male	3	3	100%	3	100%	0	0%	0	0%	3	100%
Female	1	1	100%	1	100%	1	100%	0	0%	1	100%
Total	**4**	**4**	**100%**	**4**	**100%**	**1**	**25%**	**0**	**0%**	**4**	**100%**

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	58	58	100%	58	100%	0	0%	58	100%	58	100%
Female	50	50	100%	50	100%	50	100%	0	0%	50	100%
Total	**108**	**108**	**100%**	**108**	**100%**	**50**	**46.30%**	**58**	**53.70%**	**108**	**100%**

Other than Permanent workers:
Non-Permanent Workers are contracted via a third party and are not on the payroll of the Company. The Contractors look after the disbursement of amounts. The Company ensures that the contractors meet the statutory requirements.

Insurance:

Group Mediclaim: All permanent employees are covered under Group Mediclaim (GMC) and Personal Accident policy. For GMC, coverages would depend as per the employee's grade and offers self-coverage. The policy entails cashless facility across major network hospitals across all Company locations as well as reimbursement facility in case the hospital in not in the network.

Group Personal Accident: All permanent employees of the Company are covered during all 24 hours of the day, while on duty or otherwise under the GPA policy. Accidental injury and death are covered, either while on duty or otherwise.

Maternity Leave: As per statutory norms, all permanent female employees are entitled to a maximum of 180 days of Maternity Leave as per the Code on Social Security, 2020.

Paternity Leave: All permanent male employees are entitled to 5 days paternity leave for each childbirth for the first two children.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.47%	0.37%

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/ N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/ N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	52.81%	47.19%	Yes	25.09%	78.94%	Yes
Others	-	-	-	-	-	-

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?

Yes

The premises of the Company are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes

ADF has implemented an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. The policy can be accessed at https://adf-foods.com/wp-content/uploads/2026/03/Equal-Opportunity-for-Work-and-Pay-Policy.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	NA	NA	NA	NA
Total	**100%**	**100%**	**100%**	**100%**

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes - Suggestion Box, verbal/written complaints to HR Department, approach Whistle Blower Committee, approach Prevention of Sexual Harassment Committee.
Other than Permanent Workers	Not Applicable. Non-permanent workers are contracted via a third party and their grievance redressal mechanism rests with the contractors. The Company ensures that all norms and regulations while working on plants are met.
Permanent employees	Yes - Suggestion Box, verbal/written complaints to HR Department, approach Whistle Blower Committee, approach Prevention of Sexual Harassment Committee.
Other than permanent employees	Yes - Suggestion Box, verbal/written complaints to HR Department, approach Whistle Blower Committee, approach Prevention of Sexual Harassment Committee.

Note:

- Suggestion Box: The suggestion box has been installed in all factories as well as the Head office to encourage employees to submit suggestions, comments and complaints anonymously, although they can include their names if they want. The box is opened on periodic basis and the suggestions are taken into consideration.
- The Whistle Blower Policy and Policy for Prevention Of Sexual Harassment are available to all employees of the Company. Further details of the procedures can be found at the following links:

  https://adf-foods.com/wp-content/uploads/2026/04/Whistle-Blower-Policy.pdf

  https://adf-foods.com/wp-content/uploads/2026/07/Sexual-Harassment-Policy-new.pdf

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	**286**	**0**	**0%**	**255**	**0**	**0%**
Male	261	0	0%	232	0	0%
Female	25	0	0%	23	0	0%
Total Permanent Workers	**108**	**22**	**20.37%**	**114**	**24**	**21.05%**
Male	58	10	17.24%	60	10	16.67%
Female	50	12	24%	54	14	25.93%

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No.(C)	% (C / A)		Total (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	264	204	77.27%	204	77.27%	235	188	80%	235	100%
Female	26	10	38.46%	10	38.46%	23	10	43.48%	23	100%
Total	**290**	**214**	**73.79%**	**214**	**73.79%**	**258**	**198**	**76.75%**	**258**	**100%**
Workers										
Male	819	819	100%	819	100%	758	758	100%	758	100%
Female	969	969	100%	969	100%	854	854	100%	854	100%
Total	**1788**	**1788**	**100%**	**1788**	**100%**	**1612**	**1612**	**100%**	**1612**	**100%**

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	264	264	100%	235	235	100%
Female	26	26	100%	23	23	100%
Total	**290**	**290**	**100%**	**258**	**258**	**100%**
Workers						
Male	819	819	100%	758	758	100%
Female	969	969	100%	854	854	100%
Total	**1788**	**1788**	**100%**	**1612**	**1612**	**100%**

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system?

Yes, the occupational health and safety management system encapsulates the entire workforce. The coverages are as under.

1) Emergency vehicle with driver available 24×7.
2) First aid boxes are available.
3) Tie – up with local doctors and hospitals for immediate treatment.
4) Fire - fighting processes (Fire hydrant system, smoke detectors, siren systems and various types of fire extinguishers) are in place with regular fire drills.
5) PPE kits are provided.
6) Safety instructions are displayed at conspicuous places.
7) CCTV cameras at various locations for effective vigilance and surveillance.
8) Preventive maintenance of machines at regular intervals.
9) Exhaust systems and proper ventilation available in high temperature areas.
10) Gas leakage kits are available for NH3 gas.
11) Special jackets are provided in blast freezer areas where the temperature is -18 degrees.
12) Regular health and safety trainings are conducted.

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

ADF conducts Hazard identification and risk assessment for each activity, area, and process on-site and risk assessment control/ preventive measures.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?

Yes

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes

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

Safety Incident/Number	Category*	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	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

* Including in the contract workforce

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

Yes, the occupational health and safety management system encapsulates the entire workforce. The coverages are as under:

1) Emergency vehicle with driver available 24×7.
2) First aid boxes are available.
3) Tie – up with local doctors and hospitals for immediate treatment.
4) Fire - fighting processes (Fire hydrant system, smoke detectors, siren systems and various types of fire extinguishers) are in place with regular fire drills.
5) PPE kits are provided.
6) Safety instructions are displayed at conspicuous places.
7) CCTV cameras at various locations for effective vigilance and surveillance.
8) Preventive maintenance of machines at regular intervals.
9) Exhaust systems and proper ventilation available in high temperature areas.
10) Gas leakage kits are available for NH_3 gas.
11) Special jackets are provided in blast freezer areas where the temperature is -18 degrees.
12) Regular health and safety trainings are conducted.

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

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

14. Assessments for the year:

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

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.

Not Applicable

PRINCIPLE 4 Businesses 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.

   Any individual or group of individuals or institution that adds value to the business chain of the Corporation is identified as a core stakeholder. ADF has recognized both, internal stakeholder which includes employees and leadership and external stakeholder which includes external channels such as regulators, investors and community.

   ADF has conducted a full-fledged materiality assessment which involves a process of stakeholder engagement. The Company reached out to various groups of identified stakeholders through questionnaire with investors and supply partners, customers, employees and gauged their view.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Emails, meetings, phone calls, advertisements, brochures, pamphlets	Regularly	a) availability of products at economical prices; b) Product quality c) Delivery schedules d) Feedback e) Prompt Complaint redressal
Shareholders	No	Emails, website, meetings, phone calls, letters, newspaper notices, investors presentations & press release	Regularly	a) Return on investments in form of Dividend/ Buyback; b) Adequate and timely disclosure of financial information through press mediums/ Company website; c) Queries/complaints redressal
Creditors/ Bankers	No	Emails, phone calls, letters and meetings	Regularly	a) Routine banking transactions; b) Drawdown limits c) Lending terms d) Charge creations and release on mortgaged/hypothecated properties
Employees	No	Verbal communication, emails, phone calls, employee manuals, notice board workshops, training sessions and meetings	Regularly	a) Yearly performance appraisals and increments b) Fair wages and equal opportunities c) Employee engagement activities d) Beneficial HR policies e) Safe environment and organized work culture f) Priority grievance redressal g) Skill upgradation
Community	Yes	Community meetings, pamphlets, email, campaign	Regularly	a) Optimal use of resource b) Managing waste c) Prevention of pollution d) Use of energy efficient technologies e) CSR initiatives for underprivileged people
Suppliers	No	Email, meetings, phone calls	Regularly	a) Purchase of quality material b) Rate negotiation c) Delivery schedules

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PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	286	286	100%	255	255	100%
Other than permanent	4	4	100%	3	3	100%
Total Employees	**290**	**290**	**100%**	**258**	**258**	**100%**
Workers						
Permanent	108	108	100%	114	114	100%
Other than permanent	1788	1788	100%	1498	1498	100%
Total Workers	**1896**	**1896**	**100%**	**1612**	**1612**	**100%**

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/ A)	No.(C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	**286**	**0**	**0%**	**286**	**100%**	**255**	**0**	**0%**	**255**	**100%**
Male	261	0	0%	261	100%	232	0	0%	232	100%
Female	25	0	0%	25	100%	23	0	0%	23	100%
Other than Permanent	**4**	**4**	**100%**	**0**	**0%**	**3**	**0**	**0%**	**3**	**100%**
Male	3	3	100%	0	0%	3	0	0%	3	100%
Female	1	1	100%	0	0%	0	0	0%	0	0%
Workers										
Permanent	**108**	**0**	**0%**	**108**	**100%**	**114**	**0**	**0%**	**114**	**100%**
Male	58	0	0%	58	100%	60	0	0%	60	100%
Female	50	0	0%	50	100%	54	0	0%	54	100%
Other than Permanent	**1788**	**0**	**0%**	**1788**	**100%**	**1498**	**0**	**0%**	**1498**	**100%**
Male	819	0	0%	819	100%	698	0	0%	698	100%
Female	969	0	0%	969	100%	800	0	0%	800	100%

3. Details of remuneration/salary/wages
   a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	5	Rs. 6,15,000	1	Rs. 9,45,000
Key Managerial Personnel**	3	Rs. 1,81,25,000 p.a.	1	Rs. 75,70,020
Employees other than BoD and KMP	259	Rs. 4,19,412 p.a.	24	Rs. 6,57,486 p.a.
Workers	58	Rs. 2,42,040 p.a.	50	Rs. 2,23,944 p.a.

Note:
* Includes only sitting fees of Directors
**Key Managerial Personnel (KMP) includes the Managing Director, Whole Time Director, Company Secretary, Chief Financial Officer (CFO). Since the Managing Director and Whole Time Directors are also members of the Board of Directors and are categorized as KMP, they are excluded from the count of the Board of Directors for the purpose of calculation.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	14.13%	14.09%

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, the Company has a team in place under the direct touch initiative to address human rights issues.

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

   Guidance on human rights issues is covered as a part of the Company's Code of Conduct. The Company has a Whistle Blower and Protection Policy that allows and encourages its stakeholders to raise concerns about the violations against the Code of Conduct. Any concerns reported are addressed by the direct touch team. Additionally, employees can report issues to the Chairman of the Audit Committee.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a% of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

   A procedure has been implemented by the Company wherein the identity of the complainant is protected to the extent possible. It is also ensured that no adverse action is taken against the complainant during and after the proceeding of the resolution of the complaint except when the complaints are proven to be false and/or baseless.

9. Do human rights requirements form part of your business agreements and contracts?

   Yes, some of the business agreements and contracts constitute human rights requirements.

10. Assessments for the year:

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

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

    Not Applicable

PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	1,92,26,88,000 KJ	1,86,59,23,000 KJ
Total fuel consumption (B)	29,17,53,76,000 KJ	30,19,83,38,000 KJ
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**31,09,80,64,000 KJ**	**32,06,42,61,000 KJ**
From non-renewable sources		
Total electricity consumption (D)	35,34,10,02,000 KJ	27,45,91,94,000 KJ
Total fuel consumption (E)	19,09,68,31,227 KJ	20,96,06,29,000 KJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**54,43,78,33,227 KJ**	**48,41,98,23,000 KJ**
Total energy consumed (A+B+C+D+E+F)	**85,53,58,97,227 KJ**	**80,48,40,84,000 KJ**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	16,20,258.89 KJ / Lakh INR	16,82,340.62 KJ / Lakh INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	32,95,60,65,83,629.90 KJ / L INR	34,30,29,18,18,885.87 KJ / L INR
Energy intensity in terms of physical output	41,00,000 KJ/T	39,20,000 KJ/T

Note : Indicate if any independent assessment/ evaluation/assurance has been carried out by an 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? 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 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	60,461	0
(ii) Groundwater	0	0
(iii) Third party water	33,389	101099
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**93,850**	**1,01,099**
Total volume of water consumption (in kilolitres)	**67,621.1**	**88,799.23**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) [KL/Lakh Rupees]	1.28 KL / Lakh INR	1.86 KL / Lakh INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) [KL/Lakh Rupees]	26,05,368.62 KL / Lakh INR	37,84,679.75 KL / Lakh INR
Water intensity in terms of physical output [KL/KG]	0.00324 KL /KG	0.00432 KL /KG

Note : Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	26,213	0
No treatment	0	0
With treatment	26,213	0
Level of treatment	Biological treatment followed by UF-RO	-
(ii) To Groundwater	0	0
No treatment	0	0
With treatment	0	0
Level of treatment	-	-
(iii) To Seawater	0	0
No treatment	0	0
With treatment	0	0
Level of treatment	-	-
(iv) Sent to third-parties	16.08	12,300
No treatment	16.08	0
With treatment	0	12,300
Level of treatment	-	-
(v) Others	0	0
No treatment	0	0
With treatment	0	0
Level of treatment	-	-
Total water discharged (in kilolitres)	**26,229.08**	**12,300**

Note : Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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

The Company has upgraded its Effluent Treatment Plant at Nasik factory with Zero Liquid Discharge (ZLD), enhancing its capacity from 90,000 litres to 200,000 litres. Further, the Company has installed a ZLD at its Nadiad plant during the year under review.

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

Parameter	Please specify unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	Micrograms Per Cubic Meter (µg/m3)	16.13	12.60
SOx	Micrograms Per Cubic Meter (µg/m3)	10.23	16.72
Particulate matter (PM)	Micrograms Per Cubic Meter (µg/m3)	47.00	67.11
Persistent organic pollutants (POP)	Micrograms Per Cubic Meter (µg/m3)	0	0
Volatile organic compounds (VOC)	Micrograms Per Cubic Meter (µg/m3)	0	0
Hazardous air pollutants (HAP)	Micrograms Per Cubic Meter (µg/m3)	0	0

Note : Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 1 emissions	tCO2e	4,112.62	4,137.99
Total Scope 2 emissions	tCO2e	6,970.04	5,545.23
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	tCO2e/Lakh INR	0.2099 tCO2e / Lakh INR	0.2024 tCO2e / Lakh INR
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)	tCO2e / Lakh INR	4,27,002.83	4,12,706.08
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCo2e/Kg	0.00053	0.00047

Note : Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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

A solar unit generating 550 kw of power is operational at the Nashik unit for four years, meeting a large part of its requirement. The Company has entered into a Power Purchase agreement with a Power Producer for supply of hybrid power (wind + solar) through a captive power plant at Gujarat. This will meet approximately 70% of the power requirement of the Company's Nadiad plant.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	27.75	19.15
E-waste (B)	0.093	0.01
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	97.95	0
Battery waste (E)	0.02	0.01
Radioactive waste (F)	0	0
Other Hazardous Waste(G)	0.08	0
Other Non-hazardous Waste(H)	138.06	0
Total (A+B + C + D + E + F + G + H)	**263.96**	**19.17**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) [KG/Lakh INR]	5.00 KG / Lakh INR	0.40 KG / Lakh INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) [KG/Lakh INR]	1,01,70,046.24 KG / Lakh INR	8,17,029.08 KG / Lakh INR
Waste intensity in terms of physical output	0.013 KG/KG	0.001 KG/KG

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	2025 - 26	2024 - 25
Plastic waste		
(i) Recycled	13.09	18.75
(ii) Re-used	0	0
(iii) Other recovery operations	0	0.4
Total	**13.09**	**19.15**
E-waste		
(i) Recycled	0.27	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0.27**	**0**

Parameter	2025 - 26	2024 - 25
Bio-medical waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0**	**0**
Construction and demolition waste		
(i) Recycled	11.08	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**11.08**	**0**
Battery waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0**	**0**
Radioactive waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0**	**0**
Other Hazardous waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0**	**0**
Other Non-hazardous waste generated		
(i) Recycled	124.99	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**124.99**	**0**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	2025 - 26	2024 - 25
Plastic waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**0**	**0**
E-waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**0**	**0**
Bio-medical waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**0**	**0**
Construction and demolition waste		
(i) Incineration	0	0
(ii) Landfilling	86.87	0
(iii) Other disposal operations	0	0
Total	**86.87**	**0**

Parameter	2025 - 26	2024 - 25
Battery waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**0**	**0**
Radioactive waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**0**	**0**
Other Hazardous waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**0**	**0**
Other Non-hazardous waste generated		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**0**	**0**

Note :Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

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.

ADF employs robust waste management procedures to ensure that the least amount of waste is released into the environment. The procedures are briefly stated below:

- Installation of ZLD for treatment of wastewater.
- Treated Solid waste is disposed off outside the factory by an authorised external agency.
- Plastic waste is given to authorised recycling agency.
- Other packaging wastes including labels/ gunny bags/trays/carboys are given to other scrap dealers.
- E-wastes and batteries are given to authorised agencies.
- Processed burnt oil and ETP sludge are disposed off outside the factory by authorised external agencies.
- Glass bottles and cartons are given to other scrap dealers.
- Vegetables/fruits waste is given to dealers for using as cattle fodder/ preparing manure.

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:

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.
Not Applicable		

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	Results communicated in public domain	Relevant Web link
Not Applicable					

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.

Yes. Entity is compliant with the applicable environment laws.

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 (Four)

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Merchant Chambers	National
2	Federation of Indian Export Organization	National
3	Confederation of Indian Industries	National
4	Federation of Indian Chambers of Commerce and Industry	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 authority	Brief of the case	Corrective action taken
	NIL	

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
Not Applicable					

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

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)
Not Applicable					

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

   The Company's CSR implementation process has been developed keeping in mind the specific needs of the communities that it operates in. The Company finalises its community initiatives after a thorough understanding of the specific needs of each community through stakeholder engagement and need assessment. A Grievance Redressal Policy has been formulated and can be accessed at https://adf-foods.com/wp-content/uploads/2026/03/Grievance-Redressal-Policy-External.pdf

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/small producers	10.93%	10.54%
Directly from within India	98.16%	96.07%

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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	0%	0%
Semi-urban	0%	0%
Urban	53.86%	54.04%
Metropolitan	46.14%	45.96%

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.

   For complaints/suggestions customers can share their feedback on the given mail id info@adf-foods.com mentioned on all products' packaging except for the bulk packets. Once a complaint is received an acknowledgement mail is sent to the customer within 24 hours and the final response & investigation report is shared within 5 -7 working days.

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	There are no separate disclosures on environmental and social parameter other than Safe & responsible usage and recycling and safe disposal instructions.
Safe and responsible usage	72%
Recycling and/or safe disposal	61%

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other*	18	0	There have been many appreciations as well.	22	0	There have been many appreciations as well.

* Note – The complaints received from the consumers pertain to the quality and packaging of the products.

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

   Yes

   If available, provide a web-link of the policy
   https://adf-foods.com/wp-content/uploads/2026/03/Cyber-Security-Policy.pdf

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.

   Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	NIL