BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity - **L85110TN1982PLC009781**
2. Name of the Listed Entity - **KMC Speciality Hospitals (India) Limited**
3. Year of incorporation - **1982**
4. Registered office address - **No 6 Royal Road Cantonment Trichy - 620001**
5. Corporate address - **No 6 Royal Road Cantonment Trichy - 620001**
6. E-mail - corporatecompliance@kauveryhospital.com
7. Telephone - **0431-4077777**
8. Website - www.kauveryhospital.com
9. Financial year for which reporting is being done - **2025-26**
10. Name of the Stock Exchange(s) where shares are listed - **BSE Limited**
11. Paid-up Capital - **Rs. 16,30,85,000/-**
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –

    Dr S Manivannan,

    Email: - corporatecompliance@kauveryhospital.com

    Ph: 0431- 4022525
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 assurance provider - **Not applicable**
15. Type of 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	Hospital and Medical Care Services	Hospital activities	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Hospital and Medical Care Services	Hospital activities	100%

III. Operations

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

Location	Number of Hospital units	Number of offices	Total
National	2	2	4
International	Nil	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Tamil Nadu (2 Hospital Units at Tiruchirappalli): **1. Cantonment Unit:** No. 6 Royal Road, Cantonment, Trichy – 620001, Tamil Nadu, India. **2. Maa Kauvery unit:** No.27, Alexandria Road, Cantonment Trichy – 620001, Tamil Nadu, India.
International (No. of Countries)	Nil

b. What is the contribution of exports as a percentage of the total turnover of the entity? - **Not Applicable** as the Company does not export.

c. A brief on types of customers – Patients seeking healthcare and wellness services.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male No. (B)	Male % (B / A)	Female No. (C)	Female % (C / A)
EMPLOYEES						
1.	Permanent (D)	1695	371	22%	1324	78%
2.	Other than Permanent (E)	47	23	49%	24	51%
3.	**Total employees (D + E)**	**1742**	**394**	**23%**	**1348**	**77%**
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)					Nil
6.	Total workers (F + G)					

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male No. (B)	Male % (B / A)	Female No. (C)	Female % (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	6	6	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total differently abled employees (D + E)**	**6**	**6**	**100%**	**0**	**0%**
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)					Nil
6.	Total differently abled workers (F + G)					

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	5	1	20%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY) Male	Female	Total	FY 2024-25 (Turnover rate in previous FY) Male	Female	Total	FY 2023-24 (Turnover rate in the year prior to the previous FY) Male	Female	Total
Permanent Employees	7%	25%	32%	5.4%	21.3%	26.8%	6.0%	24.0%	30.0%
Permanent Workers									Nil

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	Sri Kauvery Medical Care (India) Limited	Holding company	75%	Yes

VI. CSR Details

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

(ii) Turnover (in Rs.): **305,76,81,694**

(iii) Net worth (in Rs.): **210,42,88,007**

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: Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	FY 2024-25 Previous Financial Year: Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, based on internal Policy. Grievance redressal link https://www.kauveryhospital.com/contact-us/	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes. https://www.kauveryhospital.com/investors/#KMCSH7	Nil	Nil	Not Applicable. The Company has not issued any debentures, bonds, or public deposits, and does not have any financial investors other than the shareholders.	Nil	Nil	Not Applicable. The Company has not issued any debentures, bonds, or public deposits, and does not have any financial investors other than the shareholders.

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
Shareholders	Yes. Stakeholders Relationship Committee oversees shareholder grievances through its terms of reference as per regulatory requirement. https://www.kauveryhospital.com/investors/#KMCSH7	13	NIL	All complaints were resolved during the year	17	NIL	All complaints were resolved during the year
Employees and workers	Yes, based on internal policy. We have a dedicated Software to address the employee grievances	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes, based on internal Policy. Grievance redressal link https://www.kauveryhospital.com/contact	1955	Nil	The Complaints includes feedback also. All complaints and feedback were resolved during the FY	1538	Nil	The Complaints includes feedback also. All complaints and feedback were resolved during the FY
Value Chain Partners	Yes, based on internal policy. Grievance redressal link https://www.kauveryhospital.com/vendor-portal/	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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	Access to affordable healthcare	O	Due to an increased demand for quality, affordable and preventive healthcare treatment over the last few decades, access to quality healthcare has increased. Our mother and child hospital, Maa Kauvery has been recognized as one of the best mother and child care brands of 2025. This recognition is a testament to our mission of making great quality healthcare more affordable.	NA	+ve
2	Privacy/ Cyber security	R	Entity handles sensitive patient records making them highly vulnerable to data breaches. Advancement of Digitalization has led to increased risk exposure of personal data and a high possibility of data breach, leading to possible loss of reputation and trust amongst stakeholders as well as legal implications.	1) The Company safeguards its digital ecosystem against cyber-attacks and data breaches through the implementation of robust cyber security and data privacy controls. These include server and database encryption, encryption of data in transit, role-based access controls, periodic security audits, and adherence to applicable data protection regulations. 2) Sustained and proactive investments in technology infrastructure. 3) Oversight by the Board and Risk Management committee to monitor and mitigate risks.	-ve
3	Supply chain management	R	Availability of raw materials and other supplies is crucial for running the healthcare sector. Further, increasing cost of resources and scarcity in the industry poses huge risks	The Company has in place a robust logistics system to ensure sufficient and timely availability of resources. The Company has also entered medium term contracts with certain key suppliers of resources for procurement of its supplies	-ve

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)
4	Business ethics, Governance, Code of Conduct	O	Our Company is committed to the highest standards of quality, integrity, professionalism and ethics. Our Board is diverse with Independent Directors (including a Woman Independent Director), Executive /Promotor Directors, and Non-Executive Directors who are Professionals specialized in different domains, including healthcare sector. The Company is committed to good Corporate Governance	NA	+ve
5	Labour management	R	Talent acquisition, retention and management of Human capital is of utmost importance to run any business, especially when it comes to healthcare sector. High attrition rates and inability to find the right talent always poses risks in running the business	The Company has ongoing HR strategies focused on reducing attrition and promoting career development through various initiatives including the Kauvery Initiative for Leadership Transformation (KLIFT), Kauvery leadership initiative for excellence (KLIFE) and the Kauvery Talent Transformation (KTT) program. These programs aim to build a strong leadership pipeline and provide career advancement opportunities for employees. Further, we also sponsor the higher education of our employees ranging from 1 year certification course to 3 years course on public administration and various other classroom training & workshops.	-ve

Abbreviation:

R - Risk

O- Opportunity

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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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	https://www.kauveryhospital.com/investors/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	KMC Specialty Hospitals (India) Limited confirms the following standards: 1) Great Place to Work Certification (Group Level) 2) LEED Silver rating by the U.S. Green Building Council (USGBC) for Maa Kauvery Unit 3) Quality of healthcare guidelines issued by NABH 4) NABH Full Accreditation 5) 5S Model Hospital Certification for Cantonment unit and Basic 5S – Platinum level Certification for Maa Kauvery unit 6) ISO 27001:2022 certification, an internationally recognized standard for information security management 7) NNF Accreditation from National Neonatology Forum – Level III A (Special Accreditation for NICU) for Maa Kauvery unit 8) Manyata – Certification for Compliance with FOGSI Quality Standards ensuring Safe Delivery for Maa Kauvery unit 9) NVG Guidelines issued by the Ministry of Corporate Affairs, GOI 10) Environment and Social Guidelines issued by IFC 11) Environment Guidelines as per ISO 14001 and Ministry of Environment and Forest 12) National Neonatal Forum guidelines issued by National Neonatal Forum								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1) To achieve 100% usage of renewable energy from the next financial year. 2) To integrate the ESG principles in our core operations.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have been continuously working towards our Goals. **a. In the Environmental front:** 1) We have been awarded the "LEED Silver rating" by the U.S. Green Building Council (USGBC) for Maa Kauvery Unit. 2) Our Maa Kauvery Unit has been recognisied as "Green Hospital" by CII-TN Medclave in the above 100 beds category 3) We have achieved around 92% usage of renewable energy during FY 2025-26 and are on the path to achieve 100% from FY 2026-27. **b. In the Social front:** 1) We have been certified with "The Great Place to Work" Certification for the period from Feb 2026 to Feb 2027 at the Group Level. 2) We have been recognised as India's Best Workplaces™ in Hospitals 2026 under the Great Place To Work® workplace recognition program for the hospital sector in 2026 at the Group Level. 3) We have been awarded the "Most preferred workplace" for FY 2025-26 at the Group Level. 4) We have provided 100% free health insurance coverage for all the employees including their spouse and children 5) We have provided Free Medical checkups for all the employees. 6) We have introduced various programs for employees' well-being and for rewarding them as mentioned in the upcoming principles. 7) We have facilitated career progression / skill upgradation for employees through "Koach App". **c. In the Governance front, as part of our ongoing commitment to excellence:** 1) Our Maa Kauvery Unit has been awarded as one of the best mother and child care brands for 2025 by ETEdge; 2) We have obtained ISO 27001:2022 certification for our Cantonment Unit, an internationally recognized standard for information security management, which is a testament to our commitment to protecting the sensitive data entrusted to us by our patients and partners; 3) Our Maa Kauvery Unit has been awarded Platinum award in basic 5S certification; 4) We conduct various audits that go beyond regulatory requirements such as Self Zone Audit, cross zone audit, Stock audit, Electrical audit, Grand Facility & Safety rounds audit, Cross-unit Risk assessment audit, Bio Medical Waste Audit, Hazard Identification and Risk Assessment audit, Environmental, Social & Governance audit, Fire safety audit, thermal audit, facility audit, etc.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

As the Managing Director of the Company, it gives me immense pleasure in presenting our ESG performance & achievements for this financial year. At our Company, BRSR and ESG is not viewed merely as a standalone compliance framework, but as an integral part of how we deliver healthcare with deep responsibility, resilience and long-term value creation. Throughout FY 2025-26, we have consistently strengthened our commitment to sustainable operations, patient-centric care, and employee wellbeing, all anchored by robust and ethical governance practices.

This year marks significant progress in our sustainable journey.

In the Environmental front:

- We have successfully increased our renewable energy consumption across our operations from 78% to 92% this financial year, and are on the path to achieve 100% from the next financial year, reflecting our focused efforts towards reducing carbon footprint and improving energy efficiency.
- We continue to invest in responsible resource optimization and sustainable infrastructure initiatives across our hospitals and healthcare facilities. Notably, our Maa Kauvery Unit was awarded the prestigious **LEED Silver rating by the U.S. Green Building Council (USGBC),** validating our commitment to eco-friendly building operations.
- We implemented a responsible plastic waste management system that ensures all plastic waste is systematically segregated, shredded and channeled to a cement manufacturing facility to be utilized as an alternative fuel in furnaces. This initiative effectively reduces landfill burdens while contributing to sustainable waste-to-energy solutions.
- To promote sustainable water management, all our hospital facilities are fully equipped with rainwater harvesting systems to recharge local groundwater.
- We are progressively upgrading our air conditioning systems to eco-friendly alternatives during routine maintenance and repairs.
- Battery-operated vehicles have been deployed within our hospital campuses to transport patients and attendants, thereby reducing carbon emissions and fostering green mobility.

In the Social front:

- We remain deeply committed to creating a people-first organization. We are proud to have received the **Great Place to Work Certification** at the Group level during the FY 2025-26 reflecting our inclusiveness, safe and growth-oriented workplace culture we strive to foster for our employees.
- We have "Project Kushi" in place for sustaining wellbeing of all employees. This Project focuses on Employee wellbeing sessions, counselling for employees, Creating WOW moments for employees, Walkaholic program to encourage physical fitness of employees, Creating awareness on the importance of mental health, etc.,

In the Governance front:

We have received several recognitions and industry awards for operational excellence such as **The Best Mother and Child Care Brands for 2025 and a Platinum award in basic 5S certification** for our Maa Kauvery Unit, reaffirming the trust placed in us by our stakeholders.

Most importantly, we have consistently outperformed several critical ESG dimensions, such as high renewable energy mix, hazardous waste generation intensity, higher gender diversity with low attrition rates, all employees and workers being trained on skills upgradation and health and safety measures and relatively high employment generated in rural and semi-urban areas, high average attendance of independent directors at Board and committee meetings and Nil whistle blower complaints. This not only validates our approach but also inspires us to set higher benchmarks for the future.

While we are encouraged by these achievements, we recognize that ESG is a continuous and evolving journey. We continue to face challenges in adapting to the dynamic regulatory landscapes and aligning the stakeholders' expectations with long-term sustainability goals. We choose to remain steadfast in our commitment to achieve excellence and make continuous progress in strengthening our practices to achieve our ESG goals.

Going forward, our efforts will remain aligned with building a sustainable, inclusive and responsible future for our business and the communities we serve. We believe our long-term success can only be achieved through ethical leadership, environmental stewardship and meaningful social impact, and we remain committed in advancing these priorities in the upcoming years ahead.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dr S Manivannan Managing Director
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. Business Responsibility performance is reviewed as a part of the ongoing business review by the Management. The Board of Directors of the Company has constituted a Risk Management Committee to assist the Board to monitor various aspects of Governance and risk management of the Company, which covers the areas including Environmental Social and Governance aspects and risks. The Committee ensures that appropriate methodology, processes, and systems are in place to identify, monitor and evaluate various risks associated with the business of the Company including information and cyber security risks and compliance risks of the Company. The Committee also reviews the adequacy of the risk management practices and actions deployed by the management in respect of identification, impact assessment, monitoring, mitigation and reporting of key risks to the achievement of business objectives. The Corporate Social Responsibility committee of the Board governs and reviews the Corporate Social Responsibility activities of the Company. The Company's philosophy on Corporate Social Responsibility (CSR) is that "as the organization grows, the society and community around it should also grow". The Company's vision is to contribute to the social and economic development of the communities in which it operates, resulting in building a better and sustainable way of life for the society at large. The Stakeholder Relationship Committee considers and resolves the grievances of the shareholders of the Company, including complaints relating to non-receipt of Annual Report, transfer and transmission of securities and such other grievances.

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	Business Responsibility (BR) performance is reviewed as a part of the ongoing business review by the Management. The Board/ committee assesses the BR performance annually.	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliances with applicable Regulations.	

	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. The policies are reviewed by the Board and/ Senior Management Team and is being amended periodically as may be required. The assessment/ evaluation of the working of the policy is being carried out by the Senior Management team of the Company.								

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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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	4*	Periodic Regulatory Update -Changes in SEBI Regulations, Companies Act, 2013 and all other applicable sector specific laws	100%

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
Key Managerial Personnel	4	Periodic Regulatory Update -Changes in SEBI Regulations, Companies Act, 2013 and all other applicable sector specific laws	100%
Employees other than BoD and KMPs	6	• Awareness on Breast Cancer • Awareness on Cervical Cancer • General Awareness of Geriatric Patients • Awareness on Perimenopause • KAuvery Financial Fitness, Education & Empowerment (KAFFEE) • Awareness on POSH	100%
Workers	Not Applicable		

**In addition to the training and awareness programmes conducted for the Board of Directors as outlined in the table above, the Company has also circulated various notes and presentations, covering key regulatory updates from time to time as part of the ongoing familiarization and capacity-building programmes aimed at ensuring that the Board is kept abreast of significant regulatory developments on a continuous basis.*

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 Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement			Nil		
Compounding Fee			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		
Punishment				

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
Nil	

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. https://www.kauveryhospital.com/investors/#

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	NIL	
KMPs		
Employees		
Workers	NA	NA

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 complaints received in relation to issues of Conflict of Interest of the Directors	NIL			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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 - **NIL**

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	25	36

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	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / Distributors as % of total sales to dealers / distributors	NA	NA

Parameter	Metrics		FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	8 %	8.68 %
	b.	Sales (Sales to related parties / Total Sales)	4 %	4.56 %
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d.	Investments (Investments in related parties / Total Investments made)	Nil	Nil

Leadership Indicators

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

Total no. of awareness programmes held	Topic / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
5	• Awareness on Breast Cancer • Awareness on Cervical Cancer • General Awareness of Geriatric Patients • Awareness on Perimenopause • KAuvery Financial Fitness, Education & Empowerment (KAFFEE)	95%

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 collects Annual Disclosures from Board members and also collects disclosures before the quarterly Board meetings whenever there is any change in the interest on the entities they are interested in.
   - The Company ensures requisite approvals as required under the applicable Acts as well as adherence to the Company's policies before transacting with such entities / individuals in which the Board members are interested.
   - Directors recuse themselves from participating in and discussing the agenda items in which they are interested.
   - All related party transactions are entered on arm's length basis and in the ordinary course of business.

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.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D			Nil
Capex			

2. a. **Does the entity have procedures in place for sustainable sourcing?** No

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

   We're looking to develop a framework that evaluates suppliers based on sustainability criteria, prioritizes vendors with recognized environmental certifications, and incorporates sustainable practices into our procurement policies in the near future. Although our entity hasn't fully implemented sustainable sourcing procedures yet, we're actively planning to integrate ESG initiatives into our operations.

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 -** The Company has eliminated single-use plastics across our operations, ensuring 100% adoption of reusable and recyclable plastic materials. Our hospital canteens replaced plastic packaging with biodegradable alternatives. Furthermore, usage of paper cups has been completely phased out and replaced with durable steel glasses, successfully driving waste minimization.

   b) **E-waste -** The e-waste, lead waste, and metal scraps generated at the facility are disposed through authorized recyclers/ dismantlers. Entire quantity of e-waste and lead wastes generated are handed over to TNPCB authorized vendor.

   c) **Hazardous waste –** As it is a healthcare industry, the hazardous waste from our healthcare operations is restricted to used Diesel generator (DG) oil. Through a strict take-back mechanism, all used oil is returned to respective vendors upon purchasing fresh oil, ensuring safe, legal, and eco-friendly recycling.

   d) **Other Waste –** All Bio-medical wastes generated across our healthcare facilities are strictly managed and disposed of through government authorized vendors. Our empaneled vendors operate under strict contractual obligations to handle, treat, and dispose of this waste in absolute compliance with the Bio-Medical Waste Management Rules and all other applicable statutory laws.

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

   Not Applicable.

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.
		No			

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. - **The Company has not carried out any such activity during the financial year**

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 Current Financial Year	FY 2024-25 Previous Financial Year
	NA	NA

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 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

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

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	371	371	100%	371	100%	NA	NA	371	100%	371	100%
Female	1324	1324	100%	1324	100%	1324	100%	NA	NA	1324	100%
Total	**1695**	**1695**	**100%**	**1695**	**100%**	**1324**	**100%***	**371**	**100%***	**1695**	**100%**
Other than Permanent employees											
Male	23	0	0%	0	0%	0	0%	0	0%	23	100%
Female	24	0	0%	0	0%	0	0%	0	0%	24	100%
Total	**47**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**47**	**100%**

**Indicates the % calculated for all eligible employees.*

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											
Female						Nil					
Total											
Other than Permanent workers											
Male											
Female						Nil					
Total											

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.	1%	1%

2. **Details of retirement benefits, for Current FY 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%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	100%	NA	NA	100%	NA	NA
Others – please specify	Nil	NA	NA	Nil	NA	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 entity in this regard?

Yes, the premises of the entity are accessible to differently abled employees in accordance with the applicable provisions of The Rights of Persons with Disabilities Act, 2016. We have implemented necessary accessibility features such as ramps with proper gradients, wheel chairs, accessible restrooms, wide doorways and lift for their movements. These measures ensure a barrier-free environment that promotes inclusion and equal opportunity for all employees, including persons with disabilities. There is also digital accessibility for all to voice their concerns.

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

Yes, the entity has an Equal opportunity policy in place, in accordance with the applicable provisions of the Rights of persons with disabilities act, 2016. The Policy ensures non-discrimination and promotes Diversity, equity and Inclusion (DEI) by providing equal access to employment, facilities and opportunities for persons with disabilities. It also includes provisions for reasonable accommodation, accessible infrastructure and grievance redressal mechanisms.

The Policy can be accessed at https://www.kauveryhospital.com/investors/#KMCSH10

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	92% (11 employees out of 12 employees)	100% (11 employees out of 11 employees)	NA	NA
Female	94% (29 employees out of 31 employees)	100% (29 employees out of 29 employees)	NA	NA
Total	**93%**	**100%**		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes
Other than Permanent Employees	Yes

We are committed to providing a safe and responsive environment for all stakeholders. To uphold this commitment, we have established a structured Grievance redressal process designed to address and resolve concerns in a timely and efficient manner:

1. We have dedicated digital HR software designed for grievance redressal and employee support. This platform enables individuals to securely submit their grievances, share organizational feedback.
2. Once grievance is submitted, it will be initially handled by the Grievance handling team which comprises of staff involved in day-to-day operations relevant to the complaint
3. This team is responsible for understanding and analyzing the nature and scope of the issue
4. Following the initial review, the matter shall be escalated to the Unit HR, who is tasked with ensuring that grievance is addressed in accordance with the Company's Policies and ethical standards. They coordinate with the internal team to investigate and resolve the issue
5. Upon resolution, Unit HR ensures that the outcome is clearly communicated to the complainant through the online system or other appropriate channels
6. The grievance is formally closed after the complainant acknowledges satisfaction with the resolution, or after all possible avenues of redressal have been exhausted.
7. Further, our Company has also tied up with a platform which provides one-to-one help for the psychological and emotional well-being of our employees. It's available for all employees at free of charge.

7. Membership of employees and workers in association(s) or Unions recognized 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						
· Male				Nil		
· Female						
Total Permanent Workers						
· Male				NA		
· Female						

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)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	394	394	100%	394	100%	387	387	100%	387	100%
Female	1348	1348	100%	1348	100%	1242	1242	100%	1242	100%
Total	**1742**	**1742**	**100%**	**1742**	**100%**	**1629**	**1629**	**100%**	**1629**	**100%**
Workers										
Male										
Female					Not Applicable					
Total										

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

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	394	394	100%	387	387	100%
Female	1348	1348	100%	1242	1242	100%
Total	**1742**	**1742**	**100%**	**1629**	**1629**	**100%**
Workers						
Male						
Female			Not applicable			
Total						

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, our Company being in healthcare sector has an Occupational Health & Safety Management System in place to ensure the well-being, safety and health of all employees and workers by having safety measures within the hospitals for staff and public. We also provide all our employees Annual health check-up as a preventive measure for their health & safety. Further, we undertake risk assessments, safety training (which covers 100% of all employees including non-permanent employees), emergency response procedures such as Fire drills, incident reporting mechanisms and compliance with applicable health and safety regulations. It is aligned with applicable legal and regulatory standards to maintain a safe and compliant working environment.

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

Our company remains committed to maintaining a safe and healthy working environment through a comprehensive Occupational Health and Safety framework across both clinical and non-clinical areas.

Routine Risk assessment to identify work-related hazards:

- Routine Risk Assessment is periodically being conducted in Clinical & Non-Clinical areas including Wards, ICUs, Laboratories, Waste disposable zones and other operational areas to identify hazards including biological exposure, needle stick injuries, slips and falls, and ergonomic issues from prolonged and standing or patient handling activities.
- Regular inspections are carried out by the Safety officer and departmental supervisors to proactively identify hazards and ensure timely implementation of corrective and preventive measures.
- To promote employee well-being, annual health check-ups are conducted for the on-duty personnel to monitor occupational health and facilitate early identification of potential health concerns.
- We also conduct Periodic fire, chemical spill, and disaster management drills to assess emergency preparedness, strengthen response capabilities and refine protocol during hazardous situations.

Non-Routine Risk assessment to identify work-related hazards:

- A structured incident reporting mechanism is in place to enable employees to report accidents, unsafe conditions, and exposure incidents. All reported incidents are systematically reviewed to identify root causes and prevent recurrence.
- Further, personnel who are assigned to specific tasks such as handling bio-medical waste, administering injections or operating medical equipment, undergo Job safety analysis to identify task-specific risks and ensure appropriate safeguards.
- Continuous training programmes are conducted to enhance employee awareness and compliance with safety practices, including the training on Personal Protective Equipment (PPE) usage, infection control protocols, fire safety, chemical handling and emergency response practices.

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

Not applicable as the Company does not have any workers.

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

Yes, the employees of the entity have access to non-occupational medical and health care services through various provisions:

- Our organization provides Mediclaim Insurance coverage for all employees and their dependents (Spouse, Children).
- Employees covered under the ESI scheme are eligible to avail medical benefits as per ESI entitlements.
- An Accident coverage policy is in place for all employees, offering additional protection in case of accidental injuries.
- Employees are also eligible for discounted treatment as per the organization's discount policy, supporting affordability and access to healthcare services.

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		
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees	Nil	
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

**Including in the contract workforce*

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

Our organization is continuously committed to providing a safe and healthy workplace for its employees. We have taken several measures to ensure a safe and healthy workplace for all, some of which include:

a) Regular Safety audits and workplace inspections.

b) Provisions of Personal Protective Equipment's (PPE)

c) Periodic Fire and emergency evacuation drills.

d) Employee training on safety, hygiene and emergency response.

e) Regular Annual Checkups and Wellness programs.

f) Accident and Incident reporting with follow-up actions.

g) Safe infrastructure with fire extinguishers and signage.

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			Nil			
Health & Safety						

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% assessment by NABH and PCB
Working conditions	100% assessment by NABH and PCB

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 – No such incidents occurred.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of:**
   (A) Employees - No
   (B) Workers – Not applicable

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners**
   a) We have obligated our value chain partners to remit the statutory dues and provide proof for the same as part of our contract terms.
   b) Value Chain Partners will then submit PF & ESI remittance papers as acknowledgement.
   c) We further check the man-days invoice of the value chain partners (for Housekeeping & Security) against soft punching of staff for validating wages payable to them as an additional measure.

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 have been 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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	0	0
Workers	NA	NA	NA	NA

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) – Yes.**

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	

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 -** Nil

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:**

   Key Stakeholder groups of the Company are identified as the ones:
   1. Who creates a significant impact / influence over the operations of the Company
   2. Who are responsible/ contribute significantly to the value chain of the Company
   3. Who are significantly impacted by the decisions made by the Company
   4. Who are dependent on the Company in any way

   Our Company has identified its Key Stakeholders viz., Customers/Patients, Suppliers/Vendors, regulatory/ governmental bodies, Community, Shareholders/investors, Healthcare professionals and employees, Board of Directors & Management.

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	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/ Patients	No	1. In person consultations 2. Phone calls 3. Emails 4. Social media 5. Website 6. Newspapers 7. Customer satisfaction surveys 8. Kauvery Kare App and other company apps	Throughout the year	1. Patient consultation 2. Providing healthcare / wellness services 3. Feedback 4. Grievance redressal
Employees & Healthcare professionals	No	1. In person meetings 2. Phone calls 3. Emails 4. Social media 5. Website 6. Company Apps 7. Newsletters	Throughout the year	1. Employee connect 2. Training & development 3. Rewards & recognition 4. Appraisals 5. Safety & well-being 6. Feedback 7. Grievance redressal
Suppliers/Vendors	No	1. In person meetings 2. Phone calls 3. Emails 4. Social media 5. Website 6. Contracts/ Agreements	Throughout the year	1. Business purposes 2. Supplier evaluation

Stakeholder group	Whether identified as vulnerable & marginalized group	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
Shareholders/ Investors	No	1. Investor meetings/ Investor Presentations 2. Phone calls 3. Emails 4. Social media 5. Website 6. Newspapers 7. Stock exchange communications 8. SCORES platform 9. Annual reports	Quarterly/ Annual	1. Corporate announcements 2. Grievance redressal 3. Update on Company's performance 4. Fundraising 5. Strategic & governance related initiatives
Community	Yes	1. In person meetings 2. Social media 3. Website 4. Stock exchange communications 5. Annual reports 6. Health camps 7. Awareness programmes	Periodically on a need basis	1. Community development & welfare initiatives through CSR 2. Grievance redressal 3. Health camps for providing healthcare benefits to marginalized & vulnerable groups and public in general
Regulatory/ Governmental bodies	No	1. In person meetings 2. Emails 3. Newspapers 4. Stock exchange communications 5. Annual reports 6. Filings and other submissions 7. Website	On a need basis	1. Compliance with legal & regulatory requirements 2. Advocacy & representations
Board of Directors & Management	No	1. Board and committee meetings 2. Management/ other meetings 3. Phone calls 4. Emails 5. Management reports	Throughout the year	1. Discussion on business performance matters 2. Annual operating plan 3. Discussion on Strategic business decisions, industry specific matters, etc. 4. Regulatory updates 5. Updates on stakeholder grievances 6. Review of other important 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.

Being in the healthcare sector, the aspects of Economic, Environmental and Social (EES) topics are handled through various departments, and the material events are reported to the Board. A brief flow of the delegated consultation & feedback process is provided below:

- The respective departments, on an ongoing basis use its interactions with various internal and external stakeholders and considering the regulatory requirements, arrive at significant topics impacting the business of the Company and its values.
- The material events and stakeholder concerns on the specified topics are reported to the Board/ Committees every quarter for its review and comments.
- The Board, after review, communicates its comments back to the delegates and the areas of improvement.
- This process of effective consultation ensures addressing material events on EES topics, while respecting the time valuable of the Board.

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 takes operational and business decisions by considering the views of the concerned departmental heads. The concerned departments provide inputs to the Board based on their structured interactions with various internal and external stakeholders including regulators. The inputs received from these interactions are systematically used to arrive at critical decisions and implement changes conducive to the Company's ESG footprint. This process encourages open participation and ensures corporate decision-making is driven by stakeholder inclusiveness.

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

The Company has dealt with the concerns of vulnerable/ marginalized stakeholder groups in the following manner:

a) Community development & welfare initiatives through CSR

b) Health camps for providing healthcare benefits to marginalized & vulnerable groups and public in general

c) 50 days' Class Room Training, Floor Observation, Roll Play, Workshop, Typing Skill, MS Office Skills, etc., to participants from financially challenged Rural background. The entire program is funded by the Company. Selected Participants were given Uniforms & Lunch / Refreshments at free of cost.

d) Creating awareness among the students (Rural and Urban) for pursuing their higher education through **"Kalvi Vazhikatti"** programmes.

e) Easily accessible grievance redressal mechanism

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	1695	1695	100%	1573	1573	100%
Other than permanent	47	47	100%	56	56	100%
Total Employees	**1742**	**1742**	**100%**	**1629**	**1629**	**100%**
Workers						
Permanent	Nil					
Other than permanent						
Total Workers						

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	1695	-	-	1695	100%	1573	-	-	1573	100%
Male	371	-	-	371	100%	366	-	-	366	100%
Female	1324	-	-	1324	100%	1207	-	-	1207	100%
Other than permanent	47	-	-	47	100%	56	-	-	56	100%
Male	23	-	-	23	100%	21	-	-	21	100%
Female	24	-	-	24	100%	35	-	-	35	100%
Workers										
Permanent	Nil									
Male										
Female										
Other than Permanent										
Male										
Female										

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)	2	84,00,000	NA	-
Key Managerial Personnel	2	1,45,02,422	1	13,24,704
Employees other than BoD and KMP	367	2,94,168	1323	2,91,960
Workers	Nil			

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	64%	63%

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

Yes. The Human Resource Department is the focal point who is responsible for addressing the human rights or issues caused or contributed to by the Business.

The Company has adopted a Grievance Redressal Policy to develop and maintain an effective, timely, fair and Equitable Grievance handling system which is easily available and offered to all the employees of our Company. A Code of Conduct that outlines the norms, employee Responsibilities and acceptable employee conduct has also been formalized and compliance with the same is mandatory for all employees.

We have a zero tolerance for sexual harassment at workplace. We have constituted Internal complaints committees in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to handle any complaints or concerns with respect to sexual harassment.

Further, we have a Whistle blower policy and Vigil mechanism under the Companies Act, 2013 enabling all Directors/ employees to report in case of any unethical behavior, fraud, or violations happening within the Company.

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

The Company has online HR portal designed for speedy grievance redressal of all the grievances that are reported.

Apart from the online HR portal, the Company has in place strong grievance redressal mechanisms to reduce and resolve complaints and grievances of employees including the ones related to Human Rights.

a. The Company has a whistle blower policy in place and vigil mechanism which provides adequate safeguards against victimization of employees who avail of the vigil mechanism and provide for direct access to the Chairman of the Audit Committee, in exceptional cases.

b. We also have code of conduct and other policies in place that demonstrate the Human Rights of our employees. Some of them amongst others include:

- Policy on Sexual Harassment & Redressal at Work Place
- Policy for Kauvery Employee Grievance Redressal System
- Equal Opportunity Policy
- Policy for Prohibition of Child & Adolescense Labour
- Whistleblower Policy/ Vigil Mechanism
- Workplace Violence Policy
- Policy on Inclusion and Diversity

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	Nil					
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

The Company is committed to prohibiting discrimination, retaliation or harassment of any kind against any employee whose reports are concerned and participating in the investigation.

Under our Whistle Blower Policy, complete protection is guaranteed to the Whistle-blowers against any unfair practice, including retaliation, threat or intimidation of termination / suspension of service, disciplinary action, transfer, demotion, refusal of promotion, discrimination, any type of harassment, biased behaviour or the like including any direct or indirect use of authority to obstruct the Whistle-blower's right to continue to perform his / her duties / functions including making further Protected Disclosure.

We have constituted Internal Complaints Committee for redressing the grievances related to POSH at workplace. Any POSH complaint lodged will be taken up by the Committee seriously, investigated thoroughly and provided with appropriate action to the parties concerned. The management and the ICC are committed to safeguarding complainants from exposure to any adverse consequences. We confirm that we have not received any POSH related complaints till date.

A robust Code of Conduct, Prevention of Sexual Harassment (POSH) Policy, and Grievance Redressal Policy are actively in place. The Company strictly ensures in practice that complainant is fully protected from retaliation or threats against any complaint made.

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

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties
Child labour	**Others:** We obtained the Great Place to work certification at a Group level after a formal assessment this year.
Forced labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others- 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 –** Not applicable

Leadership Indicators

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

The Company has till date, not encountered with any such instances or violations, hence the need for modifying policies / processes does not arise.

However, the Company undertakes a regular review of its policies and business processes and updates are made as applicable, in line with regulatory changes or internal requirements. The periodicity of this review is based on the requirement for each policy in line with the regulatory requirements. Accordingly, the business processes, wherever feasible, are modified to the extent necessary, whenever there is a revision in the Policies.

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

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?**

Yes, all premises and offices are accessible to differently abled visitors with all the necessary features for their safety embedded, as detailed in the answer to Question 3 of Principle 3 of this report.

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	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 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 Mega Joules) 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)	15146643.60	13556937.60
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	15146643.60	13556937.60
From non-renewable sources		
Total electricity consumption (D)	794642.40	3657211.2
Total fuel consumption (E)	0	0
Energy consumption through sources other (F)	520059.60	243619
Total energy consumed from non- renewable sources (D+E+F)	1314702.00	3900830
Total energy consumed (A+B+C+D+E+F)	16461345.60	17457768
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (MJ /Rupee in Lakh)	538.36	753.79

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	10950.25	15573.45
Energy intensity in terms of physical Output (per occupied bed days)	0.51	2.98
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

The Revenue from operations has been adjusted according to the latest PPP conversion factors for India, as published by the International Monetary Fund. The conversion factor for the year ended, March 31, 2026, is 20.34 while for the year ended March 31, 2025, it is 20.66.

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	58144
(ii) Groundwater	208251	31117
(iii) Third party water	17417	16274
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	225668	105535
Total volume of water consumption (in kilolitres)	225668	105535
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (Kilolitres/Rupee in Lakhs)	7.38	4.55
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	150.12	107.38
Water intensity in terms of physical Output (per occupied bed days)	7.02	20.54
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 - Yes, ABC techno labs India Private Limited.

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	Nil	Nil
• No treatment		
• With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
• No treatment		
• With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
• No treatment		
• With treatment – please specify level of treatment		
(iv) Sent to third parties	Nil	Nil
• No treatment		
• With treatment – please specify level of treatment		
(v) Others	33776	35974
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	33776	35974
Total water discharged (in kilolitres)	33776	35974

Water discharge quality from our facilities adheres to regulatory requirements as notified by State Pollution Control Boards. Water discharge done through Sewage Treatment plant is being reused for Garden watering and flushing purposes.

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 - Yes, ABC techno labs India Private Limited.

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation -** No

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	g/kw-hr	1.28*	37.6
SOx	mg/Nm^3	10*	16.51
Particulate matter (PM)	g/kw-hr	0.099*	109.8
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

**The significant difference in data from previous year is due to the current year data being expressed by a different unit compared to last year (g/m^3). This is in line with the reports of the external agency.*

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 – yes, ABC techno labs India Private Limited.

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 (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tC02e	Nil	Nil
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tC02e	292 t/Kwhr	580 t/Kwhr
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tC02e/Rs.	0	0

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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)	tC02e/Rs. adjusted for PPP	0.19	0
Total Scope 1 and Scope 2 emission intensity in terms of physical output (per occupied bed days)	tC02e/bed occupied days	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	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 - yes, ABC techno labs India Private Limited.

8. **Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details –** None in the reporting year.

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)**	148	72
E-waste **(B)**	6	0
Bio-medical waste **(C)**	98	60.34
Construction and demolition waste **(D)**	91	139
Battery waste **(E)**	0	0
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	0	0
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)	343	271.34
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Metric tonnes/Rupee in Lakhs)	0.011	0.011
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.228	0.242
Waste intensity in terms of physical output (per occupied bed days)	0	0.046
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	91	139
(iii) Other disposal operations	148	Nil
Total	**239**	**139**

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 waste.**

Our Company has adopted an efficient waste management practice separately for general and Bio-medical wastes:

General Waste

(i) Includes non-hazardous, biodegradable, and non-biodegradable waste.

(ii) Segregated into green (biodegradable) and blue (non-biodegradable) bin covers at designated collection points.

(iii) For paper waste, we monitor paper usage through software called PaperCut and use Power BI to generate detailed reports for tracking and analyzing paper consumption and assess our progress in reducing the usage of papers.

Solid Waste

(i) All the solid general wastes are being sent to the common treatment facility located in Kondayampettai near Tiruvanai Kovil area, segregated into biodegradable and non-bio degradable waste.

(ii) While Bio-degradable wastes are processed through eco-friendly methods, the non-bio degradable wastes are segregated separately and sent to authorized cement factories for recycling and co-processing, ensuring safe and sustainable waste management.

Biomedical Waste (BMW)

(i) Handled safely following the Biomedical Waste Management Act.

(ii) Segregated using color-coded waste disposal bags and bins in all patient care areas.

(iii) Monitored daily by HIC nurses, HIC link nurses, and housekeeping supervisors.

(iv) Segregated in the hospital premises as per the Bio Medical Waste management rules recommended by the Pollution Control Board, transported and disposed through authorized Common Treatment Facility – Medicare Enviro Systems.

Waste Segregation & Handling

(i) Color-coded segregation is strictly followed in all patient care areas.

(ii) Appropriately coded waste bags are placed in designated bins.

(iii) Microbiology & Biotechnology waste is autoclaved before being sent for treatment.

(iv) Used and unused sharps are disinfected before disposal.

Waste Storage & Transportation

(i) Segregated biomedical waste is stored in a central waste collection area.

(ii) Waste is transported using covered containers to ensure secure handling.

(iii) General and biomedical waste is collected and transferred to Kauvery Hospital's integrated general waste treatment facility in Tiruvanai Kovil.

(iv) Waste is transported daily using a specialized vehicle designated for this purpose.

Treatment & Disposal

Hospital has signed MoUs with TNPCB authorized vendors for transportation and disposal of bio medical waste. The hospital visits the disposal site once in 6 months to ensure proper disposal methods are followed.

Compliance & Monitoring

(i) Hospital has obtained consent to operate under the pollution control board.

(ii) Waste management practices are monitored regularly by designated staff.

(iii) Adherence to government regulations and hospital policy ensures safety and environmental sustainability.

Strategy adopted by the entity to reduce usage of hazardous and toxic chemicals:

(i) We are shifting to biodegradable and non-toxic disinfectants to reduce chemical exposure to patients and staff.

(ii) We are using latex-free gloves, mercury-free thermometers which help reduce toxic substances in medical processes.

(iii) The hospital is classifying waste into plastic, hazardous, non-hazardous, bio medical and recyclable materials, ensuring safe handling and disposal of harmful substances.

(iv) Expired or unused drugs are returned to suppliers following strict protocols to prevent contamination of water sources.

(v) Advanced filtration and treatment methods help remove harmful chemicals from hospital wastewater before it enters public water supplies through STP & ETP

(vi) Staff are educated on best practices for reducing toxic waste, ensuring compliance with environmental safety regulations.

(vii) BPA-free, recyclable, and biodegradable plastics are being used to minimize environmental impact while maintaining hygiene standards in hospital canteen.

(viii) Reduction of Single use paper cups and plates in the office area.

(ix) Encouraging Paperless & digital communication with the help of departments like digital strategy. Streamlining of paperless registration through QR Code.

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.
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 (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None for the reporting period.					

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

Yes. The Company is in compliance with 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.

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
NIL				

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 - NA

(ii) Nature of operations - NA

(iii) Water withdrawal, consumption and discharge 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	NA, as none of our units are located in water stress areas.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA, as none of our units are located in water stress areas.	
· No treatment		
· With treatment – please specify level of treatment		
(ii) Into Groundwater		
· No treatment		
· With treatment – please specify level of treatment		
(iii) Into Seawater		
· No treatment		
· With treatment – please specify level of treatment		
(iv) Sent to third-parties		
· No treatment		
· With treatment – please specify level of treatment		
(v) Others		
· No treatment		
· With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	Nil	
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/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – No.

3. **With respect to the ecologically sensitive areas reported at 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** – Not applicable.

4. **If the entity has undertaken 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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
None for the reporting year			

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

Yes. The Company is committed to ensuring uninterrupted delivery of critical healthcare services and in safeguarding the patients, employees, infrastructure and information assets of the Company during emergencies. The Risk Management Committee of the Company reviews Business continuity and disaster management and monitors financial, operational, legal, sectoral, sustainability (ESG related risks) information, cyber security risk etc. The Company also has Contingency Plan and comprehensive Business Continuity and Disaster Management Plan in place, specifically designed to address data recovery. The Company also conducts Periodic fire, chemical spill, and disaster management drills to assess emergency preparedness, strengthen response capabilities and refine protocol during hazardous situations. The Company also coordinates with various regulatory authorities, emergency service providers and key stakeholders to ensure effective response during crisis situations.

Through continuous monitoring and regular review of the risk control measures, the company seeks to maximize operational disruptions, protect stakeholder interests and maintain high standards of patient care under all circumstances.

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** – None for the Reporting period.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts -** None for the Reporting period.

8. **How many Green Credits have been generated or procured:**

   a. **By the listed entity –** Nil. However, as part of our commitment to sustainable infrastructure, the entity successfully obtained a "LEED Silver rating" certification from the U.S. Green Building Council (USGBC) for Maa Kauvery Unit during the year.

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners -** Nil

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 -** 6

   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	National Human Resources	National
2	Bouncing Board	State
3	Madras Management Association	State
4	Confederation of Indian Industry (CII)	National
5	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
6	Tamil Nadu Chamber of Commerce and Industry (TCCI)	State

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
Not applicable		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information is available in public domain? (Y/N)	Frequency of Review by Board (Annually/ Half-yearly/ Quarterly/ Others – Please specify)	Web link, if available
None for the reporting period					

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
Nil					

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

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

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

The Company has mechanisms to receive and redress grievances received from the community.

For Shareholders, grievances can be lodged through the SCORES platform under the SEBI guidelines. Shareholders can also access the company secretary's email id displayed in the Company's website for any queries/ complaints.

For Directors and employees, genuine grievances can be lodged through the whistle blowers' email id displayed in the company's website to report any complaint related to any unethical behavior, fraud, or violations happening within the Company.

Both the above grievances will be taken up by the company and reviewed by the committees every quarter.

For employees, we have an internal policy and process to resolve the grievances raised by them as detailed in point 6 of Principle 3 of this report.

For the general public, grievances can be lodged and accessed at https://www.kauveryhospital.com/contact-us/

The Company periodically reviews the grievance redressing process to identify any areas for further improvement.

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	17%	15%
Directly from within India	100%	100%

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	30%	30%
Semi-urban	25%	25%
Urban	25%	25%
Metropolitan	20%	20%

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 impacts identified	Corrective action taken
Nil	

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

S. No.	State	Aspirational District	Amount allocated (In Rs.)
Nil			

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? – None

(c) What percentage of total procurement (by value) does it constitute? – None

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your 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 the authority	Brief of the case	Corrective action taken
	Nil	

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	Building Infrastructure for Educational Institution through Kauvery Foundation	NA, since it is an ongoing project	NA, since it is an ongoing project

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.

Our organization has established a comprehensive and responsive system to ensure that patient complaints and feedback are addressed promptly and effectively.

Google Reviews: Patients and their families can share their experiences and concerns through google reviews. These reviews are monitored regularly to identify areas of improvement and responded appropriately.

Floor – Frontline coordinator & Voice of Patient: We have designated frontline coordinators on each floor who engage directly with patients to collect real-time feedback. They are trained to listen empathetically, document concerns and initiate immediate redressal measures wherever possible.

24/7 Patient Support Platform: A dedicated 24/7 platform is available for patients to raise complaints and share their requirements at any time. This system ensures that all issues are logged, tracked and resolved in a timely manner with transparency and accountability.

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	Not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	1955	Nil	-	1538	Nil	-
Restrictive Trade Practices	Nil	Nil	No trade associated complaints received from Govt/Public	Nil	Nil	No trade associated complaints received from Govt/Public
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil	-	Nil	Nil	-

**Note: The Complaints include feedback also. All complaints and feedback were resolved during the FY*

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

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

4. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/ No)** If available, provide a web-link of the policy – Yes. The entity has comprehensive data privacy and cyber security framework covering patient health information. Link to the Privacy Policy: https://www.kauveryhospital.com/privacy/

5. **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 -** Nil

b. **Percentage of data breaches involving personally identifiable information of customers -** Nil

c. **Impact, if any, of the data breaches -** No instances of data breaches were reported during the reporting period; hence, there was no material impact on patient data, operations, or financial performance.

Leadership Indicators

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

   Company's website: www.kauveryhospital.com

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

   a) Before undergoing any treatment in our hospitals, the patients are duly informed about the details of treatment proposed to be undergone.

   b) Consent forms are obtained wherever necessary from the Patients before proceeding with the treatment.

   c) Patients are also informed of the precautions and manner of usage of medicines while prescribing them by the Doctors.

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

   Our company, being in the healthcare sector, is available 24X7 to the needs of the patients and ensures that there is no discontinuation/disruption of services. However, if there are any such events, it will be informed to the public via social media, Notice Boards, etc.

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 –** Not applicable, as company is in healthcare service sector.

5. **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 a whole? (Yes/No)**

   Yes, we have a patient feedback mechanism to carry out surveys with regard to customer satisfaction.