

ANNEXURE 10

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L21012PB1997PLC035243
2	Name of the Listed Entity	KUANTUM PAPERS LIMITED
3	Date of incorporation	28-05-1997
4	Registered office address	Paper Mill, Saila Khurd, District Hoshiarpur, Punjab-144529
5	Corporate address	W1A, F.F, Tower A, Godrej Eternia Plot No. 70 Industrial Area-1, Chandigarh-160002
6	E-mail	kquantumcorp@kquantumpapers.com
7	Telephone	+91 1884 502737
8	Website	www.kquantumpapers.com
9	Financial year for which reporting is being done	1st April, 2024 to 31st March, 2025
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd. (NSE) & BSE Ltd. (BSE)
11	Paid-up Capital (In Rs.)	8,72,63,630/- (Equity)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr Gurinder Makkar, Company Secretary Email: gurindermakkar@kquantumpapers.com Phone: 0172 517 2737
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14	Whether the Company has undertaken reasonable assurance of the BRSR Core?	N.A.
15	Name of assurance provider	N.A.
16	Type of assurance obtained	N.A.

II. Products/services

17 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	Paper and Paper Products	Manufacturing and selling of Paper, including value-added products viz. Copier, Bond, Security paper and Maplitho.	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Writing, Printing and Specialty Papers	1701	100

III. Operations

19 Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	1	2	3
International	-	-	-

20 Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	20
International (No. of Countries)	24

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

6.49%

c. A brief on types of customers

The Company is having one of the largest customers bases including educational Institutions, Publishers, corporate clients, Printing Houses, Government agencies, export markets. We provide high quality paper for various applications such as Notebooks, Textbooks, Publications, Office stationery, Commercial printing, Diary, Paper Cups, Paper Straws, Wedding cards & Thermal paper. This broad customer base reflects the Company's diversified product mix, quality & strong presence pan India and in international markets.

IV. Employees**21 Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. C	% (C / A)
EMPLOYEES						
1	Permanent (D)	586	571	97%	15	3%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	586	571	97%	15	3%
WORKERS						
4	Permanent (F)	770	770	100%	-	-
5	Other than Permanent (G)	996	954	96%	42	4%
6	Total workers (F + G)	1766	1724	98%	42	2%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. C	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	3	3	100%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	3	3	100%	-	-
DIFFERENTLY ABLED WORKER						
4	Permanent (F)	6	6	100%	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	6	6	100%	-	-

22 Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	3	-	-

23 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.13%	52.08%	19.04%	22.04%	44.29%	22.63%	17.55%	33.33%	17.91%
Permanent Workers	9.68%	-	9.68%	13.59%	-	13.59%	8.62%	-	8.62%

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

24 (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	Kapedome Enterprises Limited	Holding	-	No

VI. CSR Details

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

(ii) Turnover (Rs./lakhs): 1,10,703.86

(iii) Net worth (Rs./lakhs): 1,21,271.12

VII. Transparency and Disclosures Compliances

26 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 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (https://www.kquantumpapers.com/policies/)	-	-		-	-	
Investors (other than shareholders)		-	-		-	-	
Shareholders		11	-	All Complaints resolved satisfactorily	1	-	All Complaints resolved satisfactorily
Employees and workers		-	-		-	-	
Customers		65	-	All Complaints resolved satisfactorily	44	-	All Complaints resolved satisfactorily
Value Chain Partners		-	-		-	-	

27 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	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	Wood availability	Risk	Risk: Wood pulp constitutes the major portion of the pulp furnish for the paper manufacturing in the Company. Availability of quality raw material i.e., wood, may be a risk due to a major gap between demand and supply. Further, price mismatches may be another big challenge, which is mainly due to demand for quality raw materials and acceptance of all types of wood by other wood-based Industries, i.e., MDF/Ply/Peeling/ Particle Boards.	To mitigate supply risk associated with wood procurement for pulping and finally for manufacturing of paper, the Company has already taken major initiatives towards promotion of Social, Farm and Agroforestry programmes in and around the Mills within a radius of 150-200 KM with local farm communities to ensure consistent and regular supply of quality wood on sustained basis. The Company has its own well defined Plantation Development Strategy to increase massive plantation coverage with the help of marginal and progressive growers in the nearby districts of Punjab and adjoining states. The Company has also developed potential wood and bamboo suppliers for a sustained & uninterrupted supply of wood and bamboo, irrespective of seasons as they have sufficient potential to secure wood from farmers directly.	Negative Implication
2	Coal availability & energy cost	Risk / Opportunity	Risk: Consistent supply of coal is a challenge & higher usage of coal increases energy cost. Opportunity: Since this opens up avenues to move towards non-fossil fuel-based energy sources.	The Company has a well-defined strategy to reduce its dependency on Coal through renewable energy sources and Biomass fuels like Agro-wood dust, bark, rice husk, etc.	Negative Implication
3	Greenhouse Gas (GHG) Emissions	Risk	Risk: The pulp and paper manufacturing process emits GHGs through the combustion of fossil fuels and biomass in boilers and processing units. Regulatory risks associated with emissions are rising. However, using carbon-neutral biomass can reduce both fuel costs and regulatory exposure. Companies that effectively manage emissions benefit from operational efficiency and reduced compliance costs.	The Company has adopted a multifaceted emission reduction strategy. This includes substituting fossil fuels with biofuels, maximizing efficiency in power generation units, and utilizing CO ₂ emissions to produce value-added products like Precipitated Calcium Carbonate. Complementing these efforts is a large-scale Social, Farm & Agro Forestry programme, which is aimed at carbon sequestration and sustainable raw material sourcing.	Negative Implications

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Water Management	Risk	Risk: Water is a critical resource in pulp processing, cooling, and energy production. High water usage and resulting wastewater pose operational, environmental, and regulatory risks, especially under water-scarcity scenarios.	The Company has implemented comprehensive water conservation initiatives. These include recycling backwater and condensate, using treated water for non-process applications, upgrading equipment, and reducing per-unit water consumption significantly through 3R (Reduce, Reuse, Recycle) principles. The Company has started using canal water in operation.	Negative Implications
5	Unforeseen climatic conditions affecting the farming, thereby restricting the Supply of wheat straw	Risk	Risk: Since wheat straw is a key input material for Agro pulp for the Company, any unforeseen climatic conditions may affect its supply. Further, if Company faces its shortage, consequently the procurement cost increases and production may be delayed which can affect overall operations and profitability.	The Company has developed potential suppliers who can provide a sustainable and regular supply regardless of seasons, as they have sufficient storage capacity.	Negative Implication
6	Regulatory Issues and Compliance	Risk	Risk: Non-compliance may affect the brand image and customer trust, and engagement.	Adherence to the compliance monitoring system	Negative Implications
7	Talent Management, Attraction, Retention	Opportunity	Opportunity: This may enhance competence, skills, and vital knowledge for organizational growth	<ol style="list-style-type: none"> Continuous enhancement of employee competencies through structured training and development programs. Strengthening multitasking capabilities by implementing planned job rotations across and within departments. Aligning high-potential talent with critical organizational roles through strategic workforce planning and talent mapping. 	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

Sr. No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	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	All the policies are available @ https://www.kuantumpapers.com/policies/								
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO Certification 9001:2015 (Quality Management System) ISO Certification 14001: 2015 (Environmental Management System) ISO Certification 9001:2015 (Quality Management System for R&D) OHSMS Certification 45001:2018 (Occupation Health & Safety Management System) FSC® Certification Licence Code: FSC-C109585 (Forest Stewardship Council) DSIR Certification TU/IV-RD/3724/2022 (In house R&D Unit) BIS Certification IS 14490: 2018 (Plain Copier Paper- Specification) BIS Certification-IS 1848 (Part 1) 2018 (Writing & Printing paper)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and targets are set annually and specific commitments are set periodically. Specific sustainability targets have been identified and timelines for achieving carbon neutrality are being defined. We, at Kuantum Papers pursue a Quality Journey. Our Mission statement, Manufacturing Excellence, and specific long-term & short-term goals are all approved by top management.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of identified commitments/targets are reviewed periodically by the Senior Management in its Business Review meetings.								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	“Growth with Sustainability” forms the core of our operations at Kuantum and the same is reflected in every aspect of our business and dealings with all the stakeholders. Our growth and expansion strategy is well-integrated with our ESG roadmap, and we are fully committed to be a truly sustainable and socially responsible organisation. Mr. Pavan Khaitan Vice Chairman & Managing Director								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors is the highest authority responsible for implementation and oversight of the Business Responsibility Policy.								
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, the Vice Chairman & Managing Director is responsible for decision-making on sustainability-related issues and implementation of the Business Responsibility Policy. He updates the Board of Directors and takes guidance from them time to time.								

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																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

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.

Principles	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, the Company has established a robust functional review framework, supported by a strong and independent internal audit system that ensures comprehensive oversight of all critical policies. Throughout the year, external independent audit firms are also engaged to conduct additional assessments. Furthermore, periodic third-party evaluations are carried out to ensure continuous compliance and performance enhancement.									

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

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

All principles are covered by policies

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicators

- 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 Key Managerial Personnel	2	The Directors and Key Managerial Personnel of the Company are given extensive information through periodical updates and detailed presentations, which include awareness training on topics like ESG & CSR, SEBI & MCA amendments, and latest circulars. Exhaustive presentations on the Company's internal control systems, Audit process and on new development initiatives.	100%
Employees other than BoD and KMPs	71	Employees undergo regular training programmes in the areas of skill upgradation, process orientation, soft skill development and safety.	100%
Workers	81	Workers are given regular process training, safety training, firefighting training and other technical trainings.	100%

Note:

- All constituents/all stakeholders have been sensitized towards the need for sustainable business.
 - To sync in with changing business dynamics, various operations/ processes of the Company are being digitalized to eliminate the element of human involvement and human error.
- 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					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	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, Kquantum Papers has a robust Anti-Corruption and Anti-Bribery Policy as part of its commitment to ethical, transparent, and accountable governance. This is embedded within the Company's Code of Conduct and Supplier Code of Conduct, which are applicable to all Directors, Senior Management, employees, and business partners.

The Company enforces a strict Gifting Policy to regulate the exchange of gifts and prevent unethical practices. A Whistle-blower Policy is also in place, providing a secure channel for reporting any suspected misconduct or violations.

The policy is publicly accessible at: <https://www.kquantumpapers.com/policies/>

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

Category	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

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

Category	FY 2024-25	FY 2023-24
Number of days of accounts payable	21 days	18 days

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:

		(Rs. in Lakhs unless otherwise stated)	
Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. i. Purchase from Trading Houses	41972.49	45812.79
	ii. Total Purchases	72296.04	73709.78
	iii. Purchases from trading houses as % of total purchases	58.06%	62.15%
	b. Number of trading houses where purchases are made from	407	671
	c. i. Purchase from top ten trading houses	17682.37	33758.50
	c. ii. Total Purchases from Trading Houses	41972.49	45812.79
Concentration of Sales	c. iii. Purchases from top 10 trading houses as % of total purchases from trading houses	42.13%	73.69%
	a. i. Sales to Dealers/ Distributors	109976.19	120619.80
	a. ii. Total Sales	110703.86	121129.65
	a. iii. Sales to dealers/distributors as % of total sales	99.34%	99.58%
	b. Number of dealers/distributors to whom sales are made	118	112
	c. i. Sales to top ten dealers/distributors	47800	50697
Share of RPTs in	c. ii. Total Sales to Dealers/ Distributors	109976.19	120619.80
	c. iii. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	43.46%	42.03%
	a. i. Purchases (Purchases with related parties)	-	-
	a. ii. Total Purchases	72296.04	73709.78
	a. iii. Purchases (Purchases with related parties as % to Total Purchases)	-	-
	b. i. Sales (Sales to related parties)	-	-
	b. ii. Total Sales	110703.86	121129.65
	b. iii. Sales (Sales to related parties as % to Total Sales)	-	-
	c. i. Loans & advances (Loans & advances given to related parties)	-	-
	c. ii. Total loans and advances	-	-
	c. iii. Loans & advances (Loans & advances given to related parties as % to Total loans & advances)	-	-
	d. i. Investment in Related Parties	-	-
	d. ii. Total Investments made	-	-
	d. iii. Investments (Investments in related parties as a % of Total Investments made)	-	-

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
111	Farm Forestry best Practice, Agriculture productivity, Plantation management, Health & Safety	100% of Farmers
81	Human rights, labour practices, sustainability, Health & Safety	100% Contract worker
81	Human rights, labour practices, sustainability, Health & Safety	90% Contractors

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

Yes, the Company has established strong systems to manage and prevent conflicts of interest involving its Board members and senior management. A formal Code of Conduct sets clear ethical standards and is applicable to all Directors and Senior Management. It mandates annual disclosures of financial interests, shareholdings, and affiliations with other entities.

In line with the Companies Act, 2013 and SEBI (LODR) Regulations, 2015, Directors are required to recuse themselves from any Board discussions or decisions where a conflict may arise. They also affirm annually their commitment to act in the best interest of the Company.

Senior management submits quarterly declarations confirming they have not entered any material, financial, or commercial transactions that could conflict with the Company's interests. Additionally, all related-party transactions are subject to strict internal reviews and statutory approvals to uphold transparency, fairness, and ethical governance.

PRINCIPLE 2

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

Essential Indicators

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

Category	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	27.0%	21.9%	These investments demonstrate a commitment to advancing technological capabilities, ensuring environmental compliance, and achieving sustainability goals in line with industry standards. R&D Investments are focused on chemical consumption reduction, improving pulp yield, increase in plantation area to contribute to carbon sequestration from the environment, revenue generation, livelihood, and employment opportunities for farmers and the surrounding community, emphasizing our commitment to sustainable and responsible plantation agriculture. Besides helping to increase farmers income.
Capex	12.2%	14.7%	Upgradation of plantation nursery with setting up additional mist chambers to create a controlled environment for the plant, reducing water usage and enhancing plant health, and promoting social wellbeing. Upgradation of ETP to efficiently manage waste and reduce environmental pollution.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, Sustainable sourcing procedure is in place. The Company uses Social, Farm, and agroforestry-based wood from known sources, supporting sustainable forestry practices.

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

100%, the Company's input are sourced sustainably. Kquantum Papers is FSC® certified since 2012 (License Code: FSC-C109585), ensuring all raw materials are procured from responsibly managed forests that meet environmental, social, and economic standards. The Company uses FSC® Transfer, Percentage, and Credit systems and is certified by SCS Global Services. Its FSC® certificate is available at: <https://www.kquantumpapers.com/wp-content/uploads/2023/03/fsc-certificate.jpg>

- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing of them at the end of life, for**

- Plastics (including packaging):** The Company has registered with the Central Pollution Control Board for extended producer responsibility (EPR). The company has engaged with the duly approved agency for the equivalent recycling of plastic from the open market in a responsible manner to meet the EPR obligation.
- E-waste:** The Company sends its E-waste to authorized dismantlers, recyclers, and re-processors for proper disposal as per requirement of Punjab Pollution Control Board.
- Hazardous waste:** The Company disposes of hazardous waste to an approved external agency for beneficial usage, recycling, or disposal under the Punjab Pollution Control Board requirement.
- Other waste:** The Company complies with the Punjab Pollution Control Board's requirement for non-hazardous waste disposal, and it is sent to authorized external agency for beneficial usage, recycling, or disposal, while chipper dust is reused internally in boilers as a fuel to replace Fossil Fuel.

The ETP sludge used to manufacture dry boards while the fly ash is sent for cement manufacturing. Paper waste that is generated during the manufacturing and finishing stages is also reused within the Company's pulping process.

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

Yes, the Company falls under the purview of Extended Producer Responsibility (EPR) and has implemented a structured waste collection and management plan in full alignment with the EPR plan submitted to the Pollution Control Boards. The Company is registered with the Central Pollution Control Board (CPCB) under the Plastic Waste Management Rules, 2016, and ensures proper collection, segregation, and disposal of post-consumer plastic waste through authorized recyclers.

Regular compliance reporting, audits, and detailed documentation ensure transparency and traceability across the value chain. In FY 2024-25, the Company successfully met its EPR targets across all applicable categories, reaffirming its commitment to environmental responsibility and circular economy principles.

Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	The boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in public domain (Yes/ No). If yes, provide the web link.
1701	Writing, Printing, and Specialty Papers.	100%	The Company has Life Cycle Assessments (LCA) of its products to evaluate the impacts and Identify areas for improvement. LCA studies will continue to be used as a tool for assessing the environmental footprint of products/ services going forward.	No	No

2. If there are any significant social or environmental concerns and/or risks arising from the 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 the action taken to mitigate the same

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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 reused input material to total material	
	FY 2024-25	FY 2023-24
	Nil	

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	200.49	-	-	162.22
E-waste	-	-	1.48	-	-	-
Hazardous waste	-	-	0.64	-	-	0.03
Other waste (Fly Ash & Dry Board)	-	-	81251.86	-	-	77742.10

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
Not Applicable	

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	% of employees covered by in FY 2024-25										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	571	571	100%	571	100%	NA	NA	NA	NA	NA	NA
Female	15	15	100%	15	100%	15	100%*	NA	NA	NA	NA
Total	586	586	100%	586	100%	15	100%*	NA	NA	NA	NA
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	% of workers covered by in FY 2024-25										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	770	770	100%	770	100%	NA	NA	NA	NA	NA	NA
Female	-	-	-	-	-	NA	NA	NA	NA	NA	NA
Total	770	770	100%	770	100%	NA	NA	NA	NA	NA	NA
Other than Permanent employees											
Male	954	954	100%	954	100%	NA	NA	NA	NA	NA	NA
Female	42	42	100%	42	100%	42	100%*	NA	NA	NA	NA
Total	996	996	100%	996	100%	42	100%*	NA	NA	NA	NA

* Maternity benefit applies only to female employees.

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of the total revenue of the Company	0.09%	0.09%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	Coverage is done for all employees and workers as applicable and all dues have been deducted and deposited as per statutory regulations.					

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 being taken by the entity in this regard?

Yes, the premises and offices of Kuantum Papers Limited are designed to be accessible to differently abled employees and workers, in full compliance with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company has implemented inclusive infrastructure features such as ramps, handrails, accessible washrooms, wide doorways, and designated parking spaces to ensure ease of access and safety.

Workspaces are adapted as needed to accommodate individual requirements, supported by assistive systems where necessary. Kuantum is firmly committed to fostering an inclusive, respectful, and equitable work environment. The Company also conducts periodic reviews of its infrastructure and workplace policies to enhance accessibility and align with evolving statutory norms and best practices.

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 Company is committed to fostering an inclusive, equitable, and discrimination-free workplace in alignment with the Rights of Persons with Disabilities Act, 2016. The Company has implemented a comprehensive Equal Opportunity Policy that ensures fair treatment for all employees and explicitly prohibits discrimination based on disability or any other non-merit factor.

The policy mandates the provision of reasonable accommodations and accessible infrastructure to enable persons with disabilities to perform their roles effectively and with dignity. It also aligns with the Company's broader Code of Conduct, which upholds the principles of meritocracy, human dignity, and respect for individual differences across all levels of employment.

Kuantum promotes diversity and inclusion as integral to its organizational culture and sustainable growth. The Company regularly reviews and updates its policies to remain compliant with evolving legal frameworks and best practices. For more details, please visit: <https://www.kuantumpapers.com/policies/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	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, the Company has a comprehensive and inclusive grievance redressal mechanism in place for all categories of employees and workers, ensuring their concerns are heard and addressed in a timely and transparent manner. The mechanisms are structured as follows:

Permanent Workers: A formal grievance redressal system is in place, including an internal Grievance Redressal Committee, regular one-on-one interactions, and an open-door policy with the HR department. Grievances can be raised verbally or in writing and are addressed within defined timelines in accordance with Company policy and applicable labour laws.

Contractual and Temporary Workers: These workers have access to grievance redressal channels coordinated through HR and their respective contractors. Issues may be raised through supervisors, complaint boxes, or during scheduled review meetings. Orientation sessions are conducted regularly to ensure awareness of the available grievance mechanisms.

Permanent Employees: A structured grievance redressal framework is available, incorporating a multi-tier escalation matrix, anonymous reporting options, and employee feedback channels. All complaints are handled confidentially, with resolution overseen by HR and relevant department heads to ensure fairness and objectivity.

Other than Permanent Employees: Interns, trainees, and other non-permanent staff are also covered under the Company's grievance redressal policy. They may report concerns through HR, dedicated email IDs, or suggestion/complaint boxes. Equal emphasis is placed on confidentiality, timely resolution, and creating a safe, respectful, and inclusive work environment.

These mechanisms reflect Kuantum's commitment to employee welfare, fair treatment, and continuous engagement across its diverse workforce.

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

Category	FY 2024- 25			FY 2023- 24		
	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	586	-	-	583	-	-
Male	571	-	-	571	-	-
Female	15	-	-	12	-	-
Total Permanent Workers	770	14	1.81	774	14	1.80
Male	770	14	1.81	774	14	1.80
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	571	571	100%	571	100%	571	571	100%	571	100%
Female	15	15	100%	15	100%	12	12	100%	12	100%
Other	-	-	-	-	-	-	-	-	-	-
Total	586	586	100%	586	100%	583	583	100%	583	100%
Other than Permanent employees										
Male	770	770	100%	770	100%	774	774	100%	774	100%
Female	-	-	-	-	100%	-	-	100%	-	100%
Other	-	-	-	-	-	-	-	-	-	-
Total	770	770	100%	770	100%	774	774	100%	774	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	571	571	100%	571	571	100%
Female	15	15	100%	12	12	100%
Total	586	586	100%	583	583	100%
Workers						
Male	770	770	100%	774	774	100%
Female	-	-	-	-	-	-
Total	770	770	100%	774	774	100%

10. Health and safety management system

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

Yes, the Company has implemented a robust Occupational Health and Safety Management System (OHSMS) under ISO 45001:2018, certified and periodically audited by the British Standards Institution (BSI). The system is designed to ensure a safe, healthy, and compliant work environment and reflects the Company's deep commitment to employee well-being and responsible corporate conduct.

This safety management system covers 100% of the workforce, including both permanent and non-permanent employees, and is systematically implemented across all operational areas. The Company operates a fully equipped Occupational Health Centre (OHC) that conducts regular health check-ups, wellness assessments, and preventive health monitoring.

Key Components of the Health & Safety System:

- **Regular Plant Safety Inspections** to identify and mitigate risks.
- **Structured Accident Reporting, Investigation, and Prevention Protocols** to analyze root causes and implement corrective actions.
- **Periodic Testing of Equipment, Buildings, and Machinery** to ensure operational safety and compliance.
- **Worker Permit System and LOTO (Lockout/Tagout) Procedures** to prevent accidental energy releases during maintenance activities.
- **Inspection and Certification of Lifting Equipment**, including cranes, wire ropes, and lifting tackles, as per statutory norms.

- **Comprehensive Safety Training Programs and Awareness Campaigns** conducted regularly for all workers and staff.
- **Functioning Safety Committees** comprising representatives from both management and workforce, which meet periodically to review safety performance, address concerns, and recommend improvements.
- **Internal and External Audits** are carried out routinely to evaluate compliance with safety standards and to drive continuous improvement.

Through these integrated practices, Kuantum Papers ensures a culture of safety, prevention, and accountability, thereby strengthening operational excellence and workforce morale.

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

Yes, the Company has a well-defined and proactive framework for identifying work-related hazards and assessing risks, both for routine and non-routine activities. Health, Safety, and Environment (HSE) risk management is deeply integrated into the Company's operational strategy, forming the foundation of a strong safety culture across all facilities.

Processes for Hazard Identification and Risk Assessment:

- **Hazard Identification and Risk Assessment (HIRA):** All activities—routine, non-routine, and emergency are subject to systematic HIRA to evaluate potential risks and define appropriate control measures.
- **Job Safety Analysis (JSA):** Conducted prior to the initiation of high-risk tasks to break down job steps, identify associated hazards, and assign preventive actions accordingly.
- **Standard Operating Procedures (SOPs):** Each process is governed by SOPs that embed safety protocols and are strictly followed by trained personnel. SOPs are reviewed periodically for relevance and updated as necessary.
- **Employee Participation:** Workers and staff are actively engaged through hazard identification tours, safety suggestion schemes, near-miss reporting, and toolbox talks, creating a culture of shared responsibility for safety.
- **Hierarchy of Controls:** The Company applies the hierarchy of controls—elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE)—to mitigate identified risks effectively.
- **Handling of Hazardous Substances:** Special risk assessments and control plans are in place for handling hazardous chemicals, with clear labeling, storage protocols, and emergency response plans.
- **Training and Competency Development:** Regular safety training programs, mock drills, and awareness sessions ensure that all employees and contractors are well-versed in safe work practices and emergency preparedness.
- **Safety Committees:** Each operational site has a functional Safety Committee comprising representatives from both management and the workforce. These committees meet regularly to review incident reports, near-misses, audit findings, and to recommend corrective actions.
- **Audit and Continuous Improvement:** Internal and third-party audits are conducted at planned intervals. Findings are used to drive continuous improvement through corrective and preventive action plans.

Through this comprehensive and dynamic approach, Kuantum Papers ensures a safe and resilient work environment while continuously enhancing its occupational risk management practices in line with industry best standards and statutory requirements.

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

Yes, the Company has a structured and accessible system for employees and workers to report work-related hazards and withdraw from unsafe conditions. The mechanism includes open-door access to supervisors and safety officers, anonymous reporting options, and dedicated procedures at each site for logging hazards, unsafe acts, and near-miss incidents. Employees are trained to recognize risks and are empowered to remove themselves from potentially dangerous situations by following established emergency protocols.

Regular safety patrols, audits, inspections, committee meetings, and mock drills reinforce risk awareness and ensure continuous monitoring. All reports and suggestions are documented, reviewed, and acted upon as part of the Company's ongoing commitment to a safe and proactive workplace culture.

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

Yes, the Company provides comprehensive non-occupational medical and healthcare services to all employees. These include regular health check-ups, mental health support, general medical care, and family health coverage through health insurance and ESI schemes. Each facility is staffed with qualified medical professionals, and on-site medical services extended to non-occupational illnesses for employees and their families. The Company also ensures access to external medical facilities when needed and maintains ambulance services for prompt emergency response.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
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	-	-
	Workers	-	-
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company is committed to maintaining a safe and healthy workplace with the vision of a **ZERO-Accident Plant**.

The Company is certified under **ISO 45001:2018** and follows a robust EHS risk management framework. Key measures include:

- **Regular safety training** for employees and contract workers.
- **Employee engagement** through safety meetings, suggestion schemes, and hazard identification.
- **Provision of PPE** and strict implementation of **Permit-to-Work** and **LOTO** systems.
- **Routine inspections** of equipment, buildings, and lifting devices.
- **Emergency preparedness** through drills and response protocols.
- **Occupational health services**, medical check-ups, and wellness programs.
- **Accident reporting and investigation** with follow-up corrective actions.
- **Monthly Safety Committee Meetings** chaired by top management.

These initiatives ensure a safe, compliant, and people-focused work environment.

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

Category	FY 2024-25			FY 2023-24		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

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

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

The Company maintains a strong focus on continuous improvement in health and safety through regular internal audits and risk assessments. Any identified gaps are promptly addressed through well-defined **corrective and preventive actions (CAPA)**.

In case of incidents, detailed **root cause analysis** is carried out by cross-functional teams, with findings reviewed by senior management for strategic oversight. Key learnings are shared in **Safety Committee meetings** and communicated across all departments to prevent recurrence.

The progress and closure of all corrective actions are systematically monitored, reflecting the Company's commitment to a proactive safety culture and continuous organizational learning.

Leadership Indicators

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

Yes, Kuantum Papers Limited provides life insurance and compensatory benefits to both employees and workers:

Employees: Permanent employees are covered under a comprehensive life insurance policy. In the event of death, the nominee receives a lump sum payout along with additional benefits such as gratuity, provident fund, and financial support under the Company's welfare program, ensuring long-term security for the family.

Workers (including Contractual): Workers are covered under group insurance schemes and the Employees' State Insurance (ESI) scheme, which provides medical care and financial compensation to dependents in case of work-related death. The Company ensures all eligible contractual workers are enrolled under ESI through active coordination with contractors.

These measures reflect Kuantum's commitment to the welfare and protection of its entire workforce.

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

The Company has established a robust framework to ensure that all statutory liabilities, social security contributions, and other mandated payments, are properly deducted and deposited by its value chain partners. This is achieved through clearly defined contractual obligations, periodic confirmations, and regular audits. The Company conducts due diligence and monitors compliance to verify the timely deposit of statutory dues by contractors and service providers. Training and guidance are also provided to partners to help them understand and fulfill their legal responsibilities. In case of non-compliance, appropriate corrective actions are enforced. This comprehensive approach ensures transparency, accountability, and adherence to statutory norms across the value chain.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

Category	Total no. of affected employees/ worker		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes, the Company provides transition assistance programs to support employees during retirement or separation. These include financial planning guidance, post-retirement benefit support, and skill development or reskilling opportunities where applicable. The aim is to ensure a smooth transition and enhance continued employability, reflecting the Company's commitment to employee well-being beyond active service.

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 Working Conditions	100%, Upon entering into agreements/contracts, value chain partners are required to sign the Supplier Code of Conduct. Through which they affirm and guarantee their adherence to conducting business with honesty and integrity, treating all individuals with dignity and respect, ensuring health and safety standards, providing optimal working conditions, supporting communities, and complying with all the laws and regulations of the countries in which they operate.

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.

To address risks identified in the health and safety practices of value chain partners, Kuantum has implemented several corrective actions. These include comprehensive risk assessments, gap analyses, and the enforcement of updated safety protocols. Targeted training programs have been introduced to enhance awareness and hazard management. Regular audits and compliance checks are conducted, with corrective action plans implemented for any deficiencies. The Company also collaborates closely with partners to share best practices, provide technical support, and foster a culture of continuous improvement in workplace safety and conditions.

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.

The Company follows a structured Stakeholder Engagement Policy to identify and prioritize key internal and external stakeholders across its operations. Stakeholder groups are mapped based on materiality and influence, with regular assessments to ensure relevance. Engagement mechanisms include surveys, site visits, community meetings, and dedicated communication channels. Insights gathered are used to align business strategies with stakeholder expectations, fostering transparency, mutual respect, and long-term value creation.

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

Stakeholder Group	Whether identified as Vulnerable & marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	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	No	Email, Annual Reports, AGM, Newspapers, Advertisements, Website	Quarterly and periodically	Discuss financial performance, governance, strategic direction, and any concerns related to investments or returns.
Employees	No	Email, SMS, Newsletters, Notice Board	Quarterly	Appraisals and feedback, Career management, Building a safety culture and inculcating safe work practices, On-the-Job trainings
Academic Institutions	No	Academic Interface / Plant visits / Class sessions	As and when needed	Knowledge sharing and improving awareness about Paper, its eco-friendly use, and paper manufacturing.
Customers	No	Email, Customer Visits, Website, Advertisements, Relationship Meetings, and Reviews	Quarterly	Understanding customers' expectations and the gaps, if any, in the Company's product offerings
Collaborators	No	Video Conferences, Meetings / Calls, visits	As and when needed	Stronger partnership. Joint development projects
Industries Bodies	No	Conferences and Seminars, Meetings	Quarterly	Focus Discussions on macro trends impacting the Paper Industry.
Government bodies and regulators	No	Meetings, visits	As and when needed	To ensure 100% compliance with all rules, regulations, and laws
Local Communities	Yes	Community Meetings, Notice Board, Pamphlets, Newspaper	Bi-annually	Address local development, community welfare, environmental concerns, and corporate social responsibility initiatives.
Farmers/ Aggregators/ Supply Chain Partners	No	Visits by the Company's managers, Awareness Meeting, One-to-One meetings	As and when needed	Address procurement processes, quality standards, delivery schedules, and payment terms.

Leadership Indicators

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

The Company has established a structured process for stakeholder consultation, overseen by the CSR Committee of the Board. The Committee engages with key stakeholders on economic, environmental, and social (EES) issues and presents biannual reports to the Board, ensuring that stakeholder feedback informs strategic decisions. Senior management also conducts regular interactions with stakeholders, and key insights are escalated to the Board as needed. This approach ensures that stakeholder perspectives are integrated into the Company's governance, policy-making, and sustainability agenda.

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, Stakeholder consultation plays a vital role in the Company's approach to identifying and managing environmental and social issues. The Company actively engages with local communities, employees, regulatory bodies, and other stakeholders to gather insights on environmental concerns, social needs, and community expectations.

Inputs from these consultations are integrated into policy decisions and operational strategies, particularly in areas such as water conservation, waste management, and CSR initiatives. For instance, feedback from local stakeholders has shaped the Company's afforestation efforts, community development programs, and environmental compliance priorities. Regular surveys, dialogue sessions, and joint reviews help align the Company's sustainability agenda with stakeholder expectations, ensuring that initiatives are inclusive, effective, and aligned with ESG and CSR commitments.

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

The Company has a structured approach to engaging with vulnerable and marginalized groups in its surrounding communities. Through regular field visits and consultations, the Company identifies specific needs related to water access, sanitation, education, healthcare, and livelihood opportunities.

In response, the Company has implemented several targeted initiatives:

- **Water and Sanitation:** Installed RO plants and overhead tanks, provided free treated water, constructed public toilets and sewage treatment systems to ensure clean water access and improved hygiene.
- **Education Support:** Offered subsidized education through its own institution and supported government schools by building toilets, donating classroom furniture, and providing essential learning aids.
- **Healthcare Access:** Donated critical medical equipment to local hospitals and health centers to enhance primary healthcare services.
- **Livelihood Development:** Established skill training centers focused on tailoring, spoken English, and other employment-oriented skills to empower local youth and women.
- **Water Conservation and Irrigation Support:** Developed water conservation structures to support agricultural sustainability and benefit thousands of families.

These interventions are aligned with stakeholder feedback and demonstrate Kuantum's commitment to inclusive growth and social equity, ensuring that development reaches the most underserved segments of society.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	586	586	100%	583	583	100%
Other than permanent	-	-	-	-	-	-
Total Employees	586	586	100%	583	583	100%
Workers						
Permanent	770	770	100%	774	774	100%
Other than permanent	996	996	100%	1000	1000	100%
Total Workers	1766	1766	100%	1774	1774	100%

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

Category	FY 2024-25					FY 2023-24				
	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	586	-	-	586	100%	583	-	-	583	100%
Male	571	-	-	571	100%	571	-	-	571	100%
Female	15	-	-	15	100%	12	-	-	12	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
	Workers									
Permanent	770	-	-	770	100%	774	-	-	774	100%
Male	770	-	-	770	100%	774	-	-	774	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	996	941	94%	55	6%	1000	954	95%	46	5%
Male	954	899	94%	55	6%	980	934	95%	46	5%
Female	42	42	100%	-	-	20	20	100%	-	-

3. a. Details of remuneration/salary/wages, in the following format (Monthly Basis):

Category	Male		Female	
	Number	Median remuneration / salary / wages of the respective category (Rs.)	Number	Median remuneration / salary / wages of the respective category (Rs.)
Board of Directors (BoD)	2	24,29,500	Nil	Nil
Key Managerial Personnel	2	3,97,775	Nil	Nil
Employees other than BoD and KMP	567	72,960	15	72,343
Workers	770	23,480	Nil	Nil

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

Category	FY 2024- 25	FY 2023- 24
Gross wages paid to females as % of total wages	1.95%	1.64%

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 company has a designated committee responsible for overseeing human rights matters. This team ensures implementation of human rights policies, monitors compliance, and addresses related issues promptly, reinforcing the Company's commitment to ethical and responsible business conduct.

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

The Company has a dedicated Human Rights Policy and a robust Grievance Redressal System to address concerns related to human rights and labour practices. The system ensures timely, fair, and transparent resolution of grievances, reinforcing the Company's commitment to ethical conduct and employee well-being.

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

Category	FY 2024-25			FY 2023-24		
	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			Nil		
Discrimination at the 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:

Category	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	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 enforces a zero-tolerance policy towards discrimination and harassment, supported by a robust grievance redressal system and an active POSH Committee for gender-related concerns. The Company ensures confidentiality, fair treatment, and protection against retaliation, fostering a safe, inclusive, and transparent workplace. Disclosures on the handling of complaints are made in the Annual Report.

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

Yes, the Company incorporates human rights clauses in its agreements with suppliers and customers. The Company promotes adherence to applicable laws and ESG standards across its value chain, reinforcing its commitment to responsible and ethical business practices.

10. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100%
Forced/involuntary labour	The Company undertakes an internal assessment through its HR and IR functions.
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.

No significant risks were observed during assessments. However, the Company has proactively enhanced safety protocols, invested in advanced equipment, conducted regular audits, and implemented rigorous training programs. A proactive reporting system and engagement with external experts further support continuous improvement in workplace safety and compliance.

Leadership Indicators

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

The Company has a Board-approved Code of Conduct and other relevant policies covering key human rights principles including dignity, non-discrimination, and ethical conduct. While no human rights grievances have been reported, robust internal mechanisms are in place to address such complaints, with disciplinary action applicable for any violations.

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

While no standalone human rights due diligence has been conducted, Kuantum Papers ensures compliance through regular audits by internal, SMETA, ISO, and FSC® auditors. Regulatory oversight also supports adherence to applicable human rights laws across all plant and office locations. The Company remains committed to conducting formal due diligence as required in the future.

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, the Company has ensured that its premises are accessible to differently abled visitors, with features such as ramps and accessible entrances. The Company regularly reviews its infrastructure to maintain compliance with the Rights of Persons with Disabilities Act, 2016, and to promote inclusivity.

4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Currently, this is not being assessed.
Forced/involuntary labour	However, the company's suppliers' Code of Conduct addresses many of these aspects.
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From Renewable sources (GJ)		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	39,20,683	34,56,023
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C)	39,20,683	34,56,023
From non-renewable sources (GJ)		
Total electricity consumption (D)	34,196	56,454
Total fuel consumption (E)	25,51,570	23,28,266
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	25,85,766	23,84,720
Total energy Consumed (A+B+C+D+E+F) GJ	65,06,449	58,40,743
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0006	0.0005
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	0.0119	0.0097
Energy intensity in terms of physical output (Total energy consumption/total production) (GJ/MT)	38.95	37.21
Energy 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: - Yes, Energy audits are done periodically by external energy auditors, certified by BEE.

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by the World Bank for India, which is 20.20

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

Yes, unit of the Company is designated a consumer under the PAT Scheme, and targets have been achieved.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Water withdrawal by source			
(i) Surface water	Kilolitres	2009977	-
(ii) Groundwater	Kilolitres	4954758	6717575
(iii) Third party water	Kilolitres	-	-
(iv) Seawater / desalinated water	Kilolitres	-	-
(v) Others	Kilolitres	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	Kilolitres	6964735	6717575
Total volume of water consumption (in kilolitres)	Kilolitres	6964735	6717575
Water intensity per rupee of turnover (Total water consumed / Revenue from operations)	Litre per Rupee of turnover	0.0006	0.0006
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	Litre per Rupee of turnover adjusted for PPP	0.0127	0.0112
Water intensity in terms of physical output	Kilolitres/ Ton of Production	41.69	42.80
Water 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: - Yes, the water evaluation has been carried out by Elixia Technologies Pvt Ltd.

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.20

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others (for irrigation, horticulture, internal use)	5823809	5999863
No treatment	-	-
With treatment – please specify level of treatment	5823809	5999863
Total water discharged (in kilolitres)	5823809	5999863

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, the Online Effluent Quality and Flow Monitoring system is installed, which is connected to the servers of the Pollution Control Board. Effluent quality is monitored by the Regional Office of the Punjab Pollution Control Board from time to time, and effluent samples are analysed by an NABL-approved lab. The Company is meeting all prescribed norms. In-house Environmental Cell monitors on a daily basis.

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

While Kquantum Papers has not implemented a full Zero Liquid Discharge (ZLD) system due to technical and economic constraints inherent to integrated pulp and paper operations, the Company has adopted advanced water treatment technologies to ensure regulatory compliance and responsible reuse. Treated effluent is safely utilized for irrigation across approximately 2,050 acres of agricultural land through a dedicated pipeline network in nearby villages. This approach aligns with best practices and sectoral assessments, including findings from the Central Pulp & Paper Research Institute (CPPRI), which confirm that ZLD is not a feasible solution for such processes. The Company remains committed to water conservation and continuously invests in optimizing wastewater treatment and resource efficiency.

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

Parameter	Please specify the unit	FY 2024-25	FY 2023-24
NOx	Mg/nm ³	89.88	74.33
SOx	Mg/nm ³	56.64	20.91
Particulate matter (PM)	Mg/nm ³	27.97	28.56
Persistent organic pollutants (POP)	ND	-	-
Volatile organic compounds (VOC)	ND	-	-
Hazardous air pollutants (HAP)	ND	-	-
Others – please specify			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N) If yes, name of the external agency.

Yes, Online Air emission monitoring systems are installed in the plant, which is connected with CPCB & PPCB. At prescribed frequency, the quality of air emission is checked by an NABL-approved lab.

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

Parameter	Please specify unit	FY 2024- 25	FY 2023- 24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	243947	351478
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8074	13329
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Kg/Rs of Revenue from Operations	0.000023	0.000030
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 operation. *	Kg/Rs of Revenue from Operations adjusted for PPP	0.0005	0.0006
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ e/ Ton of Production	1.51	2.32

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, the same has been done internally.

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by the World Bank for India, which is 20.20

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

Yes, the Company has implemented multiple initiatives to reduce GHG emissions across its operations:

- **Biofuel Use:** The Co-Generation Power Plant utilizes biomass fuels such as rice husk, wood dust, wheat straw, and agro-residues, reducing reliance on fossil fuels.
- **Recovery Boiler:** Operates entirely on black liquor (a biofuel byproduct of pulping), contributing significantly to renewable energy generation.
- **Clonal Plantation Program:** A state-of-the-art clonal nursery produced 4.5 million saplings in FY 2024–25.

These measures are integral to Kuantum's long-term strategy for climate action, environmental stewardship, and sustainable sourcing.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	200.49	162.22
E-waste (B)	1.48	0.00
Bio-medical waste (C)	0.04	0.03
Construction and demolition waste (D)	-	-
Battery waste (E)	5.93	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	2.18	2.75
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	81250.32	77739.35
Total (A+B + C + D + E + F + G + H)	81460.44	77904.35
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000074	0.0000064
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP*)	0.0001	0.0001
Waste intensity in terms of physical output (Total waste /total production)	0.49	0.50
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-

Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.64	0.03
(ii) Landfilling	-	-
(iii) Other disposal operations	81250.32	77739.35
Total	81250.96	77739.38

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.

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by the World Bank for India, which is 20.20

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

The Company follows a structured waste management strategy under its ISO 14001:2015 certified Environmental Management System (EMS). Waste is properly segregated, stored, and either recycled or safely disposed of in compliance with PPCB regulations.

Key initiatives include:

- **SOPs & Training:** Standard Operating Procedures for managing hazardous, non-hazardous, e-waste, and biomedical waste, with regular staff training.
- **Reduction of Hazardous Chemicals:** Continuous efforts to identify and use safer chemical alternatives in operations.
- **Recovery Systems:** 97% of pulping chemicals and 20% of process water are recovered and reused.
- **By-product Utilization:** Fly ash is responsibly disposed of for use in cement manufacturing.
- **Safe Storage & Handling:** Waste is stored securely with appropriate containment and TREM cards for safe transport.

These practices support Kquantum's commitment to sustainability, regulatory compliance, and environmental stewardship.

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 being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
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Not Applicable - The Company does not have any of its manufacturing facilities in ecologically sensitive areas.

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
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Not Applicable

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

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

Leadership Indicators

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

Surface water taken from the Kandi Canal does not come under the water stress area.

- (i). **Name of the area:** The plant is located at Saila Khurd, Tehsil Garshankar, District Hoshiarpur, Punjab.
- (ii). **Nature of Operations:** Integrated Pulp & Paper Manufacturing Plant
- (iii). **Water withdrawal, consumption, and discharge in the following format:** Refer to point no. 6.3 and 6.4 Essential Indicator.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Applicable	
Total Scope 3 emissions per rupee of turnover	Kg/Rs per 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: - Not Applicable

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 the outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
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Refer the Annexure-2 to the Director's Report on Conservation of Energy & Technology Absorption.

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

Yes, the Company has a comprehensive Business Continuity and Disaster Management Plan to ensure operational resilience during emergencies. The plan is supported by the Company's Risk Management Policy and ISO 14001:2015-certified Environmental and OHS Management Systems. On-site Emergency Plans, approved by regulatory authorities, address process-related risks. Mock drills are conducted regularly in coordination with local agencies, and trained emergency response teams remain on standby. SOPs and Safe Maintenance Practices ensure preparedness across all departments. The strategy covers natural disasters, pandemics, and other disruptions, ensuring safety, asset protection, and continuity of critical operations

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.

No significant environmental impact has been reported from Kuantum Papers' value chain. The Company mitigates potential risks through sustainable sourcing, a Supplier Code of Conduct, and use of renewable energy, water treatment, and waste reduction practices thereby ensuring compliance and environmental responsibility across operations.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

No such impact assessment was carried out during the year.

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.

The Company is a part of 5 industry Chambers/Associations

- 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	PHD Chamber of Commerce & Industry	National
2	Confederation of Indian Industry (CII)	National
3	Indian Pulp & Paper Technical Association (IPPTA)	National
4	Indian Agro and Recycled Paper Mills Association (IARPMA)	National
5	Indian Paper Manufacture Association (IPMA)	National

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

Name of authority	Brief of the case	Corrective action taken
	None	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
	Given the Company's experience and expertise over more than 4 decades, the company proactively, through the associations in which it has membership, engages with various stakeholders and provide its inputs on various areas such as renewable energy space, health and safety, etc. Over the years, the company's senior management have played key roles in leading industry associations. The Company is committed to engage in the public policy advocacy process in a responsible and ethical manner.	Through Public awareness and industry-related trade associations to which the Company belongs, through Industry bodies.	No	As and when required	-

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 an independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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None of the projects undertaken by the company in FY 2024-25 require Social Impact Assessments.

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 INR)
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Nil/Not applicable

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

The Company has established effective grievance redressal mechanisms for the community through regular interactions with villagers, panchayat members, and local authorities. A dedicated team from Industrial Relations and Environment departments addresses concerns and feedback promptly. Grievances requiring further attention are resolved through the structured CSR framework, ensuring transparency and alignment with community welfare goals.

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

	FY 2024- 25	FY 2023- 24
Directly sourced from MSMEs/ small producers	48%	56%
Sourced directly from within India	92%	93%

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 2024-25	FY 2023-24
Rural	77.13%	78.77%
Semi-urban	-	-
Urban	-	-
Metropolitan	22.87%	21.23%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
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Not applicable

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 spent (In INR)
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N.A. Refer **Annexure-1** to the Director's Report and Management Discussions and Analysis section/
Annual Report, for details on other CSR activities /projects.

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

Yes, the Company has a Fibre Sourcing Policy that promotes inclusive growth by giving preference to suppliers from marginalized and vulnerable groups. This includes encouraging small and marginal farmers to participate in the wood supply chain. The Company ensures equal opportunity by directly procuring wood from these farmers and supporting them through the provision of high-yielding clonal saplings with shorter rotation cycles. This approach not only strengthens rural livelihoods but also aligns with the Company's commitment to equitable and sustainable development.

3. b. **From which marginalized /vulnerable groups do you procure?**

The Company primarily procures raw materials such as agro-residue and wood from marginalized and vulnerable groups, especially small and marginal farmers in nearby rural areas. It actively supports these farmers by providing high-yield, fast-growing clonal saplings at subsidized rates and promoting intercropping practices on small landholdings to enhance their income. A structured buyback arrangement ensures market access and income security for these growers.

Additionally, the Company fosters the development of local vendors, particularly micro, small, and medium enterprises (MSMEs), by building their capabilities and integrating them into its supply chain. These efforts align with national initiatives like 'Make in India' and 'Atmanirbhar Bharat,' promoting self-reliance, inclusive economic development, and social equity across the communities it operates in.

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

Our procurement from small farmers, direct and through aggregators, represents about 44% of our total agro and wood procurement for the year.

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
Not applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promotion of education in the surrounding areas	530	100%
2	Installation and AMC of Water Coolers & RO systems	650	100%
3	Street construction and laying of interlocking blocks in nearby areas	4,750	100%
4	Flooring and classroom construction in Government Schools and Anganwadis	250	100%
5	Installation of solar street lights with poles and associated charges	9,150	100%
6	Construction of a Community Hall at Village Saila Khurd	1200	100%
7	Development of sports infrastructure in nearby areas	150	100%
8	Development of a park at Village Saila Kalan	950	100%
9	Installation of a tube well for drinking water at Village Paddi Khutti	4,650	100%
10	Plantation drives in surrounding areas	6,570	100%
11	Provision of health facilities in nearby communities	13,950	100%

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

Kuantum Papers Limited has a robust mechanism in place to effectively receive and respond to consumer complaints and feedback. Consumers can easily connect with the company through multiple communication channels, including email and telephone. The company has established systems for continuous engagement with dealers and consumers to gather valuable feedback and promptly address any concerns. A dedicated team is available to resolve product-related queries and complaints. Regular communication is maintained through email, meetings, and telephone, ensuring that all consumer concerns are handled efficiently. Furthermore, the company ensures full compliance with relevant marketing communication regulations and codes, upholding transparency and trust in its interactions with consumers.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%, All products of the company contain all relevant information as required under applicable laws, including environmental and social parameters.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Other*	65	-	All complaints are resolved	44	-	All complaints are resolved

*All these complaints relate to either the product not meeting customer expectations on the product performance or logistics gaps like wrong supply / short supply. The company has robust systems in place to address these issues on a priority basis directly and through the company's dealer network.

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

Category	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

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

Yes, the Company has implemented a comprehensive Information Security Policy that outlines a robust framework for managing cybersecurity risks and ensuring data privacy. This policy is supported by detailed operational procedures and is internally accessible to all employees. It establishes clear protocols to safeguard digital assets, prevent cyber threats, and ensure the confidentiality, integrity, and availability of data. Data privacy requirements are also embedded in all third-party agreements to ensure compliance across the value chain. For more details, please refer to the policy at: <https://www.kuantumpapers.com/policies/>

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

Nil

7. Provide the following information relating to data breaches
 - a. **Number of instances of data breaches along with impact:** No instances of data breaches occurred.
 - b. **Percentage of data breaches involving personally identifiable information of customers:** Not Applicable
 - c. **Impact, if any, of the data breaches:** Not Applicable

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available)**
 Information about the Company's products and services is readily available on its official website: www.kuantumpaper.com

 The platform provides comprehensive details on product offerings, specifications, and applications, ensuring easy access for customers, dealers, and other stakeholders.
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
 The Company proactively undertakes initiatives to inform and educate consumers about the safe and responsible use of its products. It ensures full compliance with applicable regulations and industry codes related to advertising, promotion, and product communication. Kuantum Papers Limited provides clear, transparent, and informative content to help consumers make informed choices. Furthermore, the Company actively promotes sustainability and safety across the product lifecycle by engaging consumers on best practices for responsible usage, reinforcing its commitment to consumer awareness and environmental stewardship.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services**
 The Company has a structured communication mechanism to promptly inform dealers and consumers about any potential disruption or discontinuation of essential services. In the event of such occurrences, timely notifications are issued through appropriate channels, including direct communication, email, and dealer networks. This ensures that stakeholders are well-informed and can take necessary measures in advance. The Company's proactive and transparent approach helps minimize inconvenience, maintain business continuity, and reinforce consumer trust.
4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

 Yes, the Company provides product information that exceeds the requirements mandated by local laws. In addition to statutory disclosures, detailed information on product quality, usage guidelines, sustainability attributes, and environmental impact is displayed to promote informed and responsible consumption. This reinforces transparency and builds consumer trust.

 The Company also conducts regular consumer satisfaction surveys across key product lines and major operational locations. These surveys provide critical insights into customer expectations and experiences, enabling continuous improvement in product performance, service delivery, and overall consumer engagement.