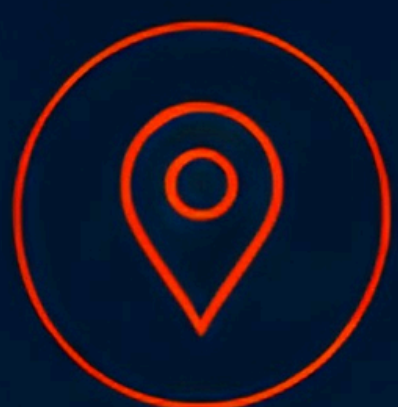


ESG REPORT

FY 2025-26



Reported in line with the
GRI Standards 2021



Shapar, Rajkot,
Gujarat, India



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ESG Report | FY 2025-26

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SECTION 1

ABOUT THE REPORT

GRI 2-2, 2-3, 2-4, 2-5

This document is the inaugural Environmental, Social and Governance (ESG) Report of Rainbow Technocast (referred to in this Report as “Rainbow Technocast”, “the Company”, or “RTC”). The Report provides a comprehensive overview of the Company’s environmental performance, social responsibility initiatives, governance practices, and long-term sustainability approach for the financial year 2025–26 (1 April 2025 to 31 March 2026).

As a manufacturer of precision investment castings serving domestic and international markets, Rainbow Technocast recognizes that sustainable business practices are essential for maintaining competitiveness, strengthening stakeholder trust, and creating long-term value. This Report has been prepared to provide customers, employees, suppliers, regulators, financial institutions, local communities, and other stakeholders with a transparent, balanced, and credible account of how the Company manages its environmental impacts, supports its workforce, conducts business ethically, and contributes to sustainable development.

The Report covers Rainbow Technocast's investment casting manufacturing operations located at Shapar, Rajkot, Gujarat, together with the Company's renewable energy assets comprising a 0.8 MW captive wind power installation and a 0.8 MW solar photovoltaic power plant, which collectively contribute to reducing the Company's dependence on conventional grid electricity and lowering its greenhouse gas emissions.

FY 2025–26 represents Rainbow Technocast's first ESG reporting cycle. Comparative information for FY 2023–24 and FY 2024–25 has been included wherever available to provide stakeholders with a meaningful understanding of performance trends and progress over time.

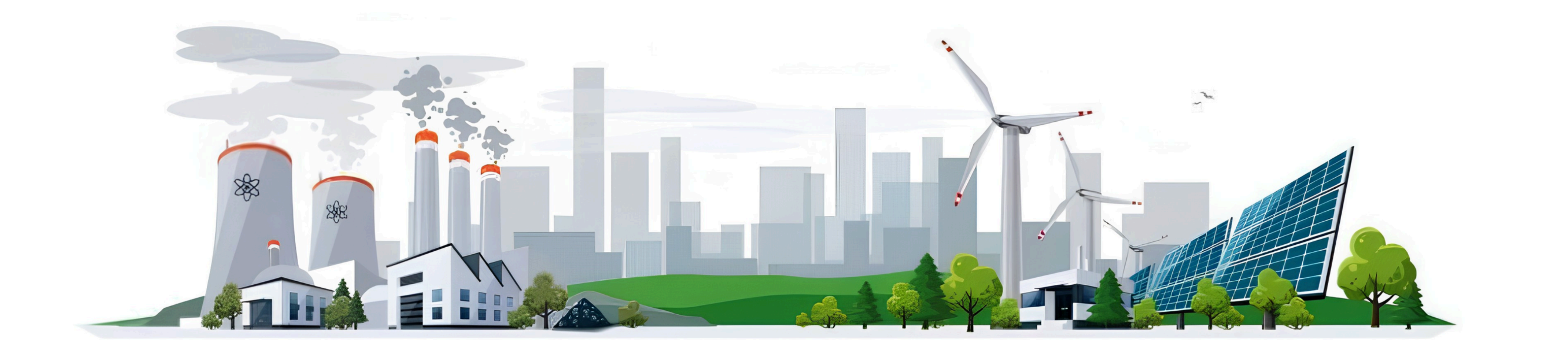
1.1 REPORTING FRAMEWORK

This report has been prepared in line with the GRI Standards 2021 (Global Reporting Initiative). Relevant topic standards – including GRI 205, 301, 302, 303, 305, 306, 401–409 and 413 – are referenced in each section, and a GRI disclosure index is provided within the Environmental, Social and Governance sections. The report is also mapped to the United Nations Sustainable Development Goals (SDGs).

1.2 REPORTING PERIOD

This report covers the financial year 2025-26 – from 1 April 2025 to 31 March 2026. Where the data is available, we show FY 2023-24 and FY 2024-25 as well, so that trends can be seen. FY 2024-25 is used as the baseline year for most of our targets.

Parameter	Description
Reporting Period	1 April 2025 to 31 March 2026 (FY 2025–26)
Reporting Year	FY 2025-26; FY 2023–24 and FY 2024–25 are comparative year, where data is available
Reporting Cycle	Annual
Reporting Approach	Operational Control Approach
Operational Boundary – Manufacturing	Rainbow Technocast, Survey No. 256, National Highway No. 27, At. Shapar, Rajkot – 360024, Gujarat, India
Operational Boundary – Renewable Energy	Company's captive renewable energy assets including 0.8 MW Wind Power Plant and 0.8 MW Rooftop Solar
Topical Coverage	Environmental, Social, Governance, Climate and Sustainability-related performance
Workforce Coverage	Direct employees and, where specifically indicated, contract and outsourced personnel working at the facility



1.3 EXTERNAL ASSURANCE

The disclosures in this inaugural Report have not been subjected to independent third-party assurance. The Company is committed to progressively strengthening the credibility of its sustainability disclosures and intends to seek limited (or, in due course, reasonable) third-party assurance on the ESG Report from a recognised assurance provider in subsequent reporting cycles. Notwithstanding the absence of formal external assurance for FY 2025-26, third-party verification underlies several of the underlying data sets disclosed — including the Carbon Footprint Report, third-party laboratory monitoring of stack and ambient air emissions, third-party laboratory analysis of treated effluent under the Zero Liquid Discharge regime, and statutory financial audit of the Company’s books.

1.4 FORWARD-LOOKING STATEMENTS

This Report contains forward-looking statements relating to Rainbow Technocast's sustainability objectives, targets, commitments, and future performance expectations. These statements are based on management's current understanding, assumptions, and projections at the time of publication. Actual outcomes may differ from those expressed or implied due to changes in regulatory requirements, market conditions, customer expectations, technological developments, climate-related risks, supply-chain dynamics, or other factors beyond the Company's control. The Company undertakes no obligation to update forward-looking statements except where required by applicable law.

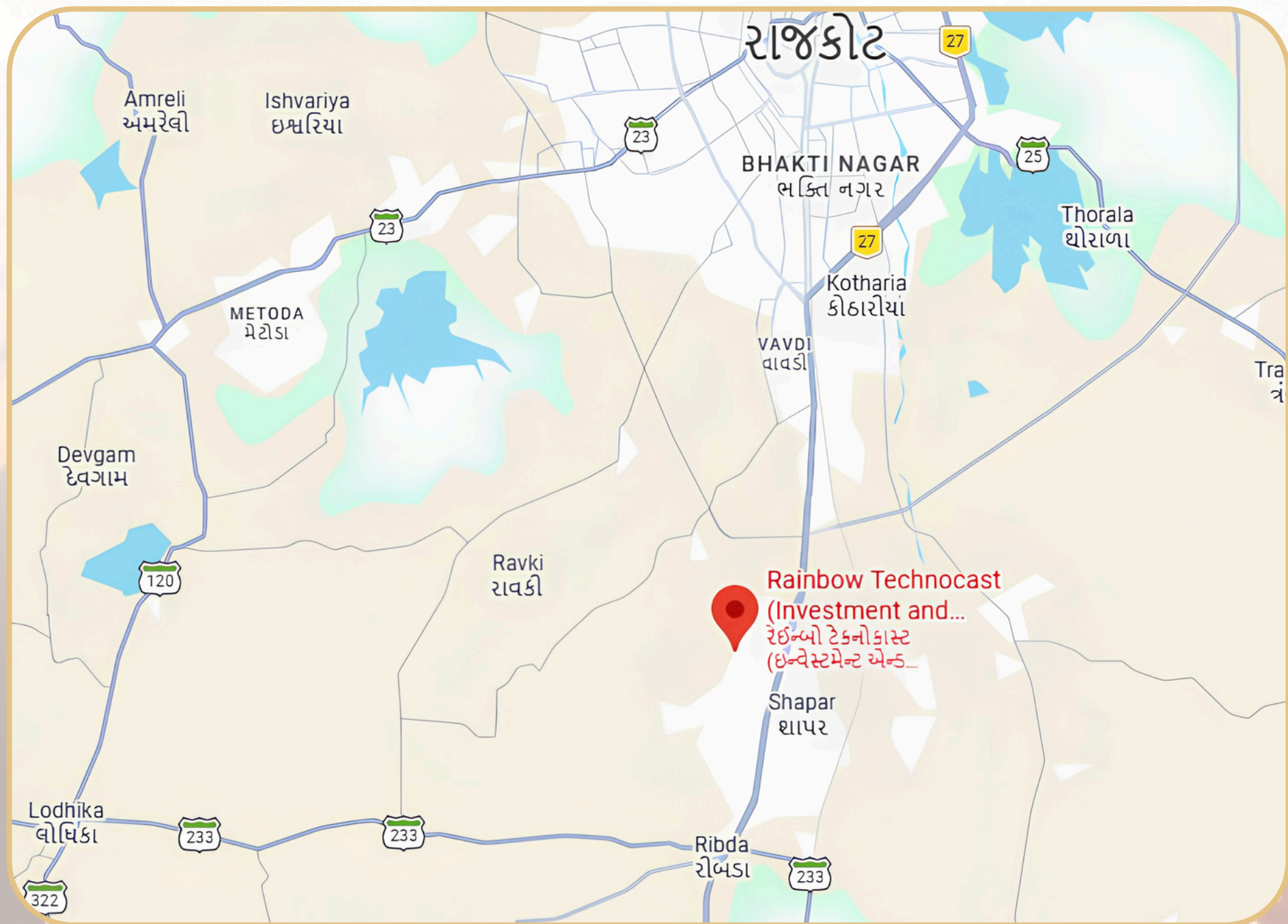
1.5 RESTATEMENTS AND CHANGES FROM PREVIOUS REPORTS

FY 2025–26 represents the company's inaugural ESG reporting cycle. Accordingly, there are no restatements or revisions to previously published ESG reports. Future reporting cycles will transparently disclose any significant changes in reporting methodologies, baseline assumptions, organizational boundaries, or performance data to maintain consistency and comparability.

1.6 CONTACT INFORMATION

The company welcomes feedback, questions, and suggestions regarding this Report and the Company's sustainability performance. Stakeholder feedback plays an important role in improving future disclosures and strengthening ESG management practices.

Company	Rainbow Technocast
Facility address	Survey No. 256, National Highway No. 27, At. Shapar, Rajkot – 360024, Gujarat, India
Email	maulik@rainbowtechnocast.com
Website	www.rainbowtechnocast.com
Report contact	Mr. Maulik Siyani – Partner



Survey No. 256, National Highway No. 27, At. Shapar, Rajkot – 360024, Gujarat, India

SECTION 2

MESSAGE FROM LEADERSHIP

GRI 2-22

It is my pleasure to present Rainbow Technocast's Environmental, Social and Governance (ESG) report for the financial year 2025-26.

Since 2007, Rainbow Technocast has grown into a trusted precision investment casting company, serving customers in India and around the world. Through all of this growth, one belief has stayed constant: a good business must be built on strong values – quality in what we make, care for our people, respect for the environment, and honesty in the way we work.

This report shares the progress we have made on that belief. I am proud that renewable energy – from our own wind turbine and rooftop solar – now meets about 87% of our electricity needs, that we operate as a Zero Liquid Discharge facility with no industrial effluent leaving our premises, and that we send zero waste to landfill by recycling and reusing our materials. On the social side, we keep investing in the safety, skills and well-being of our people, and in the community around our plant. On governance, we hold ourselves to a zero-tolerance standard on bribery and corruption, backed by a clear set of policies.

Sustainability, for us, is not a separate activity – it is simply a better way to run our business. Casting is energy- and material-intensive by nature, and that is exactly why we work hard to use less energy, recover and reuse our materials, and cut our emissions. Our vision is to be a responsible, low-impact and future-ready casting partner that our customers, employees and community can be proud of.

We know this is a journey, not a destination. We have set clear targets for energy, emissions, water, waste and our people, and we will report our progress openly each year. I thank our employees, customers, suppliers and partners for their trust and support, and I invite you to read this report.

Mr. Maulik Siyani
Partner
Rainbow Technocast

SUPPORTING WHAT INDUSTRIES DEPEND UPON

RAINBOW
TECHNOCAST

SECTION 3

COMPANY PROFILE

GRI 2-1 to 2-7

3.1 COMPANY OVERVIEW | GRI 2-1

Rainbow Technocast is a precision investment casting company based near Rajkot in Gujarat, India. Established in 2007, the Company is a partnership business that manufactures high-precision, lost-wax castings in a wide range of ferrous and non-ferrous alloys, together with machining, for customers in India and overseas. Rainbow Technocast is part of a wider group that operates several foundries and machining units; this report covers the Rainbow Technocast facility.

Legal name	Rainbow Technocast
Legal form	Partnership Company
Year established	2007
Head office and facility	Survey No. 256, National Highway No. 27, At. Shapar, Rajkot – 360024, Gujarat, India
Sector	Precision investment casting (ferrous and non-ferrous) and machining
Direct employees	81 (as at 31 March 2026)
Website	www.rainbowtechnocast.com

3.2 PRODUCTS AND APPLICATIONS

Rainbow Technocast produces precision investment (lost-wax) castings and machined components. Our product range and the materials we work with are wide, which lets us serve many different industries.

Product range

General engineering components; ball valves; gate, globe and check valves; butterfly valves; knife-edge gate valves; cam and groove fittings; pump castings and pump parts; and castings for food-processing industries.



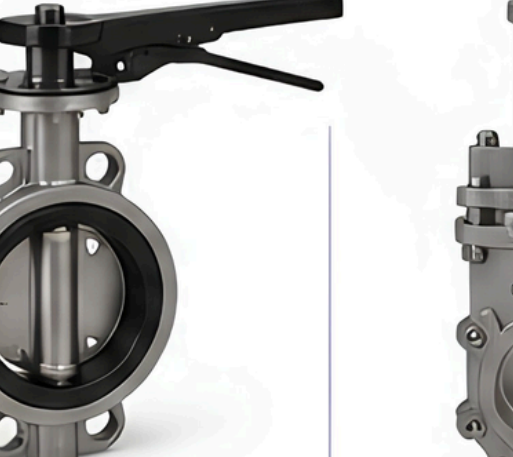
GENERAL
ENGINEERING
COMPONENTS



BALL
VALVES



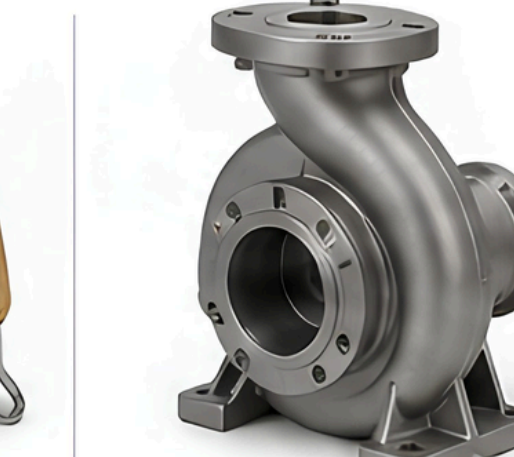
GATE, GLOBE
& CHECK
VALVES



BUTTERFLY
VALVES



KNIFE-EDGE
GATE VALVES



CAM AND
GROOVE
FITTINGS



PUMP CASTINGS
AND PUMP
PARTS

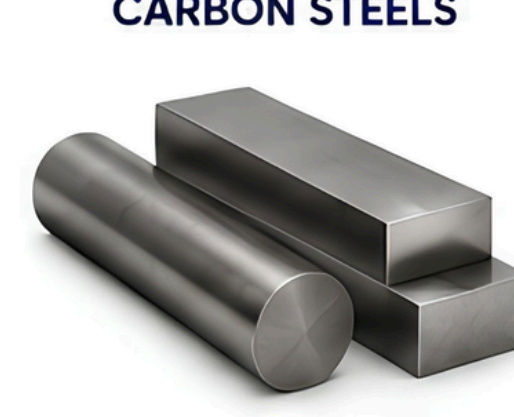


CASTINGS FOR
FOOD-PROCESSING
INDUSTRIES

Materials

Carbon steels, low-alloy steels, martensitic and austenitic stainless steels, duplex and super-duplex steels, nickel based alloys (Hastelloy, Inconel and Monel) and copper alloys.

CARBON STEELS



LOW-ALLOY STEELS



MARTENSITIC
STAINLESS STEELS



AUSTENITIC
STAINLESS STEELS



DUPLEX & SUPER-
DUPLEX STEELS



NICKEL-BASED ALLOYS
(HASTELLOY, INCONEL
AND MONEL)



COPPER ALLOYS

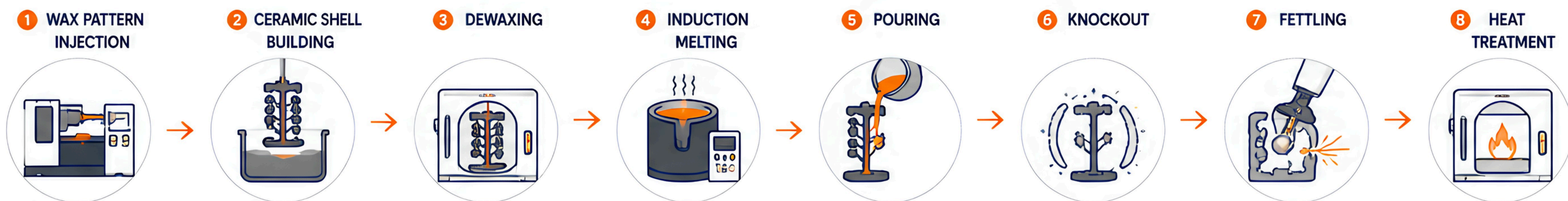


3.3 MANUFACTURING FACILITY

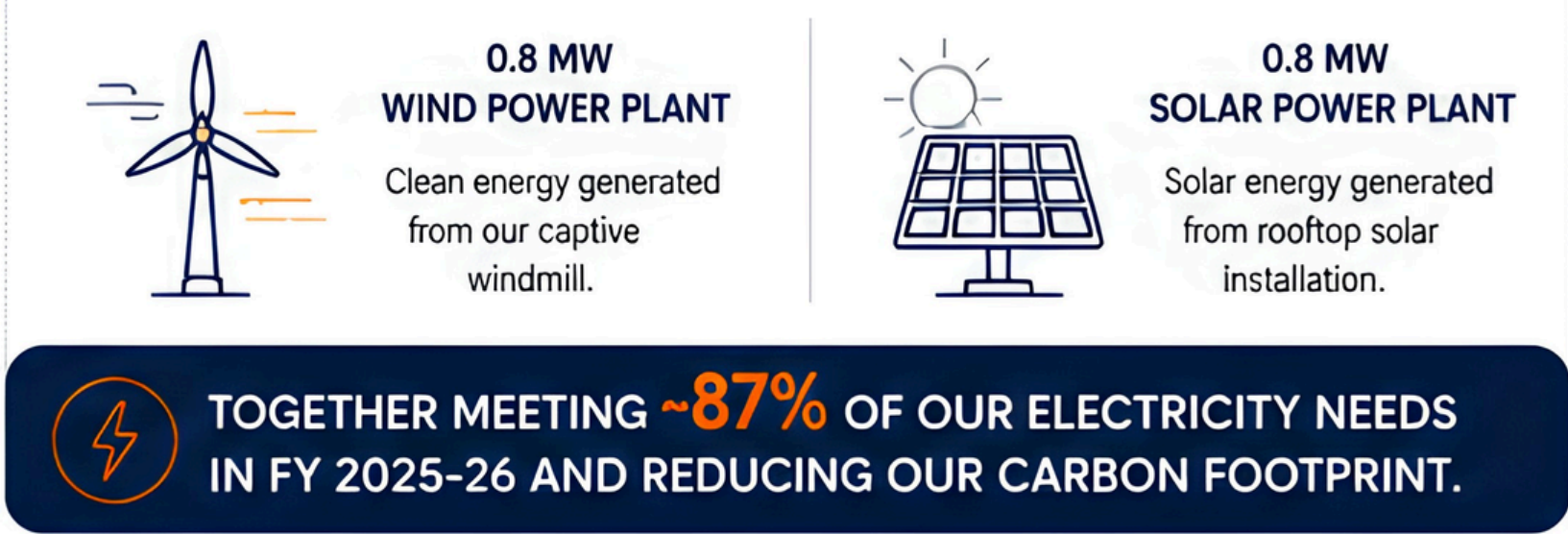
The Company operates from its facility at Shapar, near Rajkot, Gujarat. The plant carries out the full investment casting process – wax pattern injection, ceramic shell building, dewaxing, induction melting, pouring, knockout, fettling and heat treatment – along with machining, testing and quality-control activities. The facility also generates renewable power from its own 0.8 MW wind and 0.8 MW solar plants, whose output is credited to its PGVCL electricity account, which together met about 87% of its electricity needs in FY 2025-26 (see the Environmental Section for details).



INVESTMENT CASTING – END TO END PROCESS



RENEWABLE POWER GENERATION



3.4 MARKETS SERVED

Rainbow Technocast serves customers in India and exports to markets around the world. Its castings are used across many sectors, including pumps, valves, automobile, defence, power plants, textiles, fire-fighting equipment, surgical and medical implants, machine tools, and general engineering.

3.5 CERTIFICATIONS

The Company holds a range of management-system and product certifications that reflect its focus on quality, environment, safety and customer requirements.

Certification	Area
ISO 9001	Quality Management System
ISO 14001	Environmental Management System
ISO 45001	Occupational Health & Safety Management System
API 20A	Castings for the petroleum and natural-gas industry
PED 2014/68/EU	European Pressure Equipment Directive
AD 2000-Merkblatt W0	German pressure-equipment material approval
NORSOK M-650	Manufacturer qualification for oil & gas applications
Indian Boiler Regulation (IBR)	Compliance for boiler components
Lloyd’s Register (Marine)	Marine product approval



3.6 EMPLOYEE STRENGTH | GRI 2-7

This report covers Rainbow Technocast's facility, which employed 81 direct, on-roll, permanent employees as at 31 March 2026 – 68 men and 13 women (16.05% women). Additional workers are engaged through service providers for support functions such as security and housekeeping. The full workforce breakdown by level and gender is provided in the Social Section.



SECTION 4

SUSTAINABILITY AT RAINBOW TECHNOCAST

Our philosophy, ESG approach and contribution to the SDGs

As a precision investment casting manufacturer serving domestic and international markets, Rainbow Technocast recognizes that long-term business success is closely linked with responsible environmental stewardship, employee wellbeing, ethical governance, and sustainable value creation. The Company views sustainability not as a compliance exercise, but as an integral part of its business strategy, operational excellence, and future growth.

In an increasingly resource-constrained and climate-conscious world, manufacturers have a critical role to play in minimizing environmental impacts while delivering high-quality products and creating economic value. Rainbow Technocast is committed to continuously improving its sustainability performance through efficient resource utilization, renewable energy adoption, responsible business conduct, and stakeholder engagement.

This commitment is embedded within the Company's Environmental, Social and Governance (ESG) framework and guides its decision-making across operations, investments, and business relationships.



4.1 OUR SUSTAINABILITY PHILOSOPHY

At Rainbow Technocast, sustainability is founded on the belief that responsible manufacturing and business growth must go hand in hand. As an energy-intensive industry, investment casting requires significant consumption of electricity, raw materials, water, and other resources. The Company therefore recognizes its responsibility to operate efficiently, reduce environmental impacts, and contribute positively to society while maintaining the highest standards of quality and customer satisfaction.

Our sustainability philosophy is built around the principle of **"creating long-term value with responsible resource management."** This means continuously seeking opportunities to improve energy efficiency, reduce emissions, minimize waste, conserve natural resources, and create a safe and inclusive workplace for employees. We believe that sustainable practices not only reduce risks and improve operational resilience but also enhance competitiveness, customer confidence, and business continuity.

Over the years, Rainbow Technocast has demonstrated this commitment through investments in renewable energy, environmental management systems, employee safety programs, and ethical business practices. By integrating sustainability into everyday operations, the Company aims to contribute to a low-carbon economy while delivering high-quality products that meet the evolving expectations of customers and stakeholders.

Our approach is guided by the understanding that sustainability is not a destination but a continuous journey of improvement, innovation, and responsible growth.

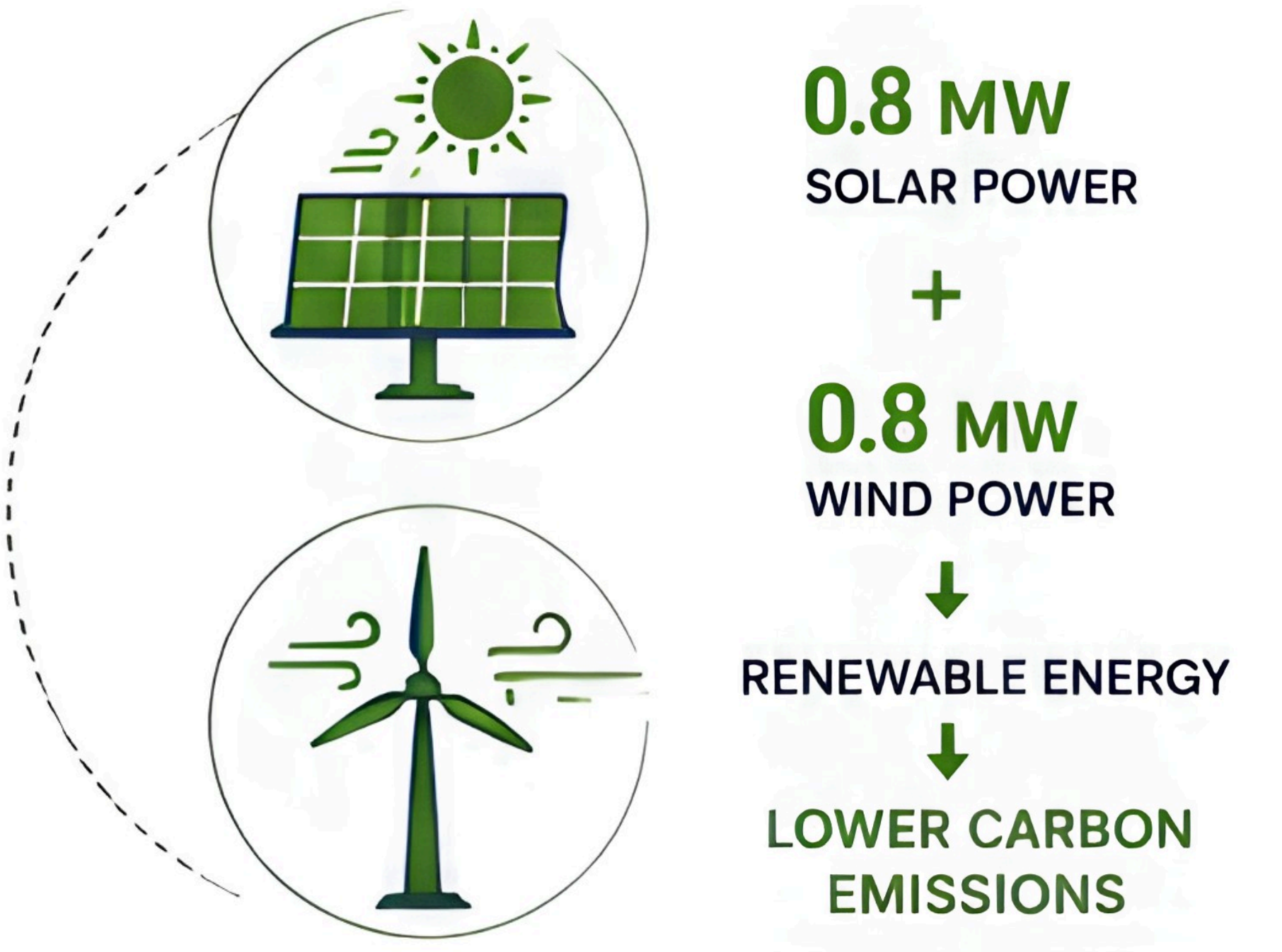
4.2 OUR ESG APPROACH

Rainbow Technocast's sustainability strategy is structured around three interconnected pillars: **Environmental Stewardship, Social Responsibility, and Good Governance.** These pillars collectively support the Company's commitment to creating sustainable value for stakeholders while managing risks and opportunities arising from ESG-related issues.

Environmental Stewardship

Environmental responsibility remains a key focus area for Rainbow Technocast. The Company strives to reduce its environmental footprint by improving resource efficiency, adopting cleaner technologies, and promoting renewable energy use. Key priorities include reducing greenhouse gas emissions, increasing renewable energy consumption, improving energy efficiency, conserving water resources, minimizing waste generation, and ensuring responsible waste disposal.

A major milestone in the Company's sustainability journey has been the installation of a **0.8 MW wind power facility and a 0.8 MW solar photovoltaic system**, enabling a significant portion of electricity demand to be met through renewable sources. These initiatives have contributed substantially to lowering carbon emissions and strengthening the Company's preparedness for evolving customer and regulatory expectations.



Social Responsibility

Rainbow Technocast believes that people are its most valuable asset. The Company is committed to providing a workplace that is safe, inclusive, respectful, and conducive to professional growth. Employee health and safety remain a top priority, supported through structured safety practices, training programs, hazard identification, and continuous improvement initiatives.

The Company also promotes fair employment practices, equal opportunity, skill development, and respect for human rights across its operations. Beyond its workforce, Rainbow Technocast seeks to contribute positively to the communities in which it operates through local employment generation, stakeholder engagement, and responsible business conduct.



Good Governance

Strong governance forms the foundation of sustainable business performance. Rainbow Technocast is committed to conducting business with integrity, transparency, accountability, and compliance with all applicable legal and regulatory requirements.

The Company maintains a zero-tolerance approach toward bribery, corruption, discrimination, and unethical business practices. Governance systems are supported through policies, internal controls, risk management processes, whistle-blower mechanisms, and leadership oversight. By embedding ethical principles into decision-making, Rainbow Technocast seeks to maintain stakeholder trust and ensure long-term business sustainability.

The Company's ESG performance is periodically reviewed by management through defined performance indicators and monitoring mechanisms, ensuring accountability and continuous improvement across all three pillars.



4.3 ALIGNMENT WITH CUSTOMER EXPECTATIONS

The global manufacturing landscape is undergoing a significant transformation, with customers increasingly evaluating suppliers not only on quality, cost, and delivery performance, but also on their environmental and social performance. Sustainability considerations have become an important component of supplier selection, particularly in export-oriented industries serving European and international markets.

Rainbow Technocast recognizes these evolving expectations and actively works to strengthen its sustainability performance in alignment with customer requirements. The Company's investments in renewable energy, carbon footprint measurement, environmental management systems, and responsible business practices demonstrate its commitment to supporting customers' sustainability objectives.

In recent years, regulatory developments such as the **European Union Carbon Border Adjustment Mechanism (CBAM)** have further increased the importance of carbon transparency and emissions management. Rainbow Technocast has proactively undertaken greenhouse gas accounting and carbon footprint assessments to better understand and manage its climate impacts. The Company's renewable energy infrastructure contributes directly to reducing Scope 2 emissions and enhancing carbon competitiveness in international markets.

In addition to climate-related initiatives, Rainbow Technocast supports customer requirements relating to product stewardship, responsible sourcing, regulatory compliance, and supply chain transparency. The Company responds to customer audits, sustainability questionnaires, technical assessments, and information requests in a transparent and collaborative manner.

Through these efforts, Rainbow Technocast aims to strengthen its position as a trusted and responsible manufacturing partner capable of meeting the growing sustainability expectations of global customers.



4.4 CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Rainbow Technocast recognizes the importance of the **United Nations Sustainable Development Goals (UN SDGs)** as a global framework for advancing sustainable development. While the Company's operations primarily focus on manufacturing excellence, many of its environmental, social, and governance initiatives contribute directly or indirectly to achieving the SDGs.

Through renewable energy adoption, responsible resource management, employee welfare programs, ethical governance systems, and stakeholder engagement, Rainbow Technocast supports a range of SDGs that are most relevant to its business and stakeholders.

Environmental Contributions

The Company's environmental initiatives contribute to:

- United Nations Sustainable Development Goal 6 – through responsible water use and water conservation efforts.
- United Nations Sustainable Development Goal 7 – through investment in wind and solar energy infrastructure.
- United Nations Sustainable Development Goal 12 – through efficient use of resources and waste minimization.
- United Nations Sustainable Development Goal 13 – through carbon footprint measurement and renewable energy adoption.
- United Nations Sustainable Development Goal 15 – through environmental protection and pollution prevention practices.

Social Contributions

The Company's social initiatives contribute to:

- United Nations Sustainable Development Goal 3 – through workplace health and safety initiatives.
- United Nations Sustainable Development Goal 4 – through employee training and skill development programs.
- United Nations Sustainable Development Goal 5 – through equal opportunity employment practices.
- United Nations Sustainable Development Goal 8 – through fair employment and sustainable business growth.
- United Nations Sustainable Development Goal 10 – through inclusive workplace practices.
- United Nations Sustainable Development Goal 16 – through ethical business conduct and respect for human rights.

Governance Contributions

The Company's governance framework contributes to:

- United Nations Sustainable Development Goal 8 – through responsible business management.
- United Nations Sustainable Development Goal 12 – through responsible supply chain practices.
- United Nations Sustainable Development Goal 16 – through anti-corruption and ethical governance measures.
- United Nations Sustainable Development Goal 17 – through collaboration with customers, suppliers, regulators, and other stakeholders.

By integrating sustainability into its operations and decision-making processes, Rainbow Technocast seeks to contribute meaningfully to global sustainable development while creating long-term value for all stakeholders.



SECTION 5

MATERIALITY ASSESSMENT & STAKEHOLDER ENGAGEMENT

Reported in line with GRI 2-29 (Stakeholder Engagement) and GRI 3 (Material Topics).

5.1 OUR APPROACH

At Rainbow Technocast, sustainability is integrated into the way we operate, make decisions, and create longterm value for stakeholders. Recognizing that environmental, social, and governance (ESG) issues can significantly influence business resilience, customer confidence, operational performance, and regulatory compliance, the Company undertook a structured materiality assessment to identify the ESG topics that are most relevant to both our stakeholders and our business.

The materiality assessment serves as the foundation of this ESG Report and helps ensure that our sustainability efforts focus on the areas where Rainbow Technocast has the greatest impact on the economy, environment, and society. The assessment also enables the Company to align its ESG strategy with stakeholder expectations, evolving industry requirements, customer sustainability demands, and emerging regulations such as the EU Carbon Border Adjustment Mechanism (CBAM).

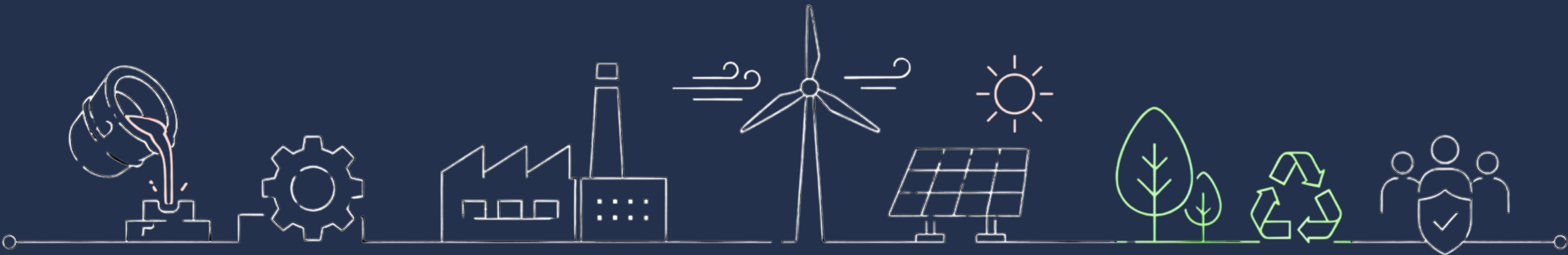
The process involved stakeholder consultations, internal management discussions, industry benchmarking, regulatory reviews, customer requirements, and reference to the GRI Standards. The outcome is a prioritized set of ESG topics that guide our sustainability initiatives, risk management processes, and future commitments.

5.2 STAKEHOLDER ENGAGEMENT | GRI 2-29

Rainbow Technocast believes that meaningful stakeholder engagement is essential for understanding expectations, identifying emerging risks and opportunities, and building long-term relationships based on trust and transparency. The Company engages regularly with internal and external stakeholders through formal and informal communication channels to gather feedback, address concerns, and improve business performance.

The engagement process helps management understand the sustainability topics that matter most to stakeholders and ensures that these perspectives are considered in decision-making and ESG reporting.

Stakeholder Group	How We Engage	What Matters to Them
Employees and Workers	Daily supervision, shift tool-box talks, the safety committee, training, grievance channels and notice boards.	Safety, fair pay, skills and growth, and a respectful workplace.
Customers	Audits, business reviews, quality and delivery discussions, and sustainability data requests.	Product quality, on-time delivery, and ethical, lower-carbon supply.
Suppliers and Contractors	Onboarding checks, the Supplier Code of Conduct, performance reviews and audits.	Fair dealing, timely payment, and clear requirements.
Regulators and Government	Consents and statutory returns, inspections, and monitoring reports.	Legal compliance, emission and effluent limits, and worker welfare.
Local Community	Community programmes, local hiring, and dialogue with local leaders.	Local jobs, a clean environment, and health and education support.



5.3 MATERIALITY ASSESSMENT METHODOLOGY| GRI 3-1

Rainbow Technocast conducted a structured materiality assessment to identify and prioritize ESG topics that have the most significant impacts on the business and its stakeholders.

The assessment was conducted through the following steps:

- Step 1: Identification of ESG Topics
- Step 2: Stakeholder Consultation
- Step 3: Impact Assessment
- Step 4: Prioritization and Validation

5.4 MATERIALITY MATRIX| GRI 3-2

The assessment identified the following ESG topics as most relevant to Rainbow Technocast's operations and stakeholders.

Material Topic	ESG Pillar	Priority	Risk / Opportunity	Key Management Actions
Energy Management & Renewable Energy	Environmental	High	Opportunity	Expand renewable energy utilization, improve energy efficiency, monitor energy performance indicators
GHG Emissions & Climate Change	Environmental	High	Risk & Opportunity	Annual carbon footprint assessment, renewable energy integration, carbon intensity monitoring, CBAM preparedness
Water Management & Effluent Control	Environmental	High	Risk	Water conservation initiatives, monitoring consumption, compliance with discharge requirements
Waste Management & Circular Economy	Environmental	Medium	Opportunity	Maximize recycling, responsible disposal, improve resource efficiency
Air Emissions Management	Environmental	Medium	Risk	Emission monitoring, preventive maintenance, compliance with regulatory limits
Occupational Health & Safety	Social	High	Risk	Safety training, risk assessments, incident prevention, continuous improvement of safety systems
Human Rights & Labour Practices	Social	High	Risk	Policy implementation, grievance mechanisms, fair employment practices
Training & Skill Development	Social	Medium	Opportunity	Technical training, competency enhancement, leadership development
Diversity, Equity & Inclusion	Social	Medium	Opportunity	Equal opportunity practices and inclusive workplace initiatives
Community Engagement & CSR	Social	Low	Opportunity	Local employment, community support initiatives and stakeholder dialogue
Business Ethics & Anti-Corruption	Governance	High	Risk	Code of Conduct implementation, ethics awareness and reporting mechanisms
Legal & Regulatory Compliance	Governance	High	Risk	Compliance monitoring, periodic audits and management reviews
Information Security & Data Privacy	Governance	Medium	Risk	Protection of customer and business information, controlled access systems
Sustainable Procurement	Governance	Medium	Opportunity	Supplier assessments, sustainability expectations, responsible sourcing practices

Priority reflects the combined importance of each topic to our stakeholders and the scale of our impact. We review this list each year and update it as our business and stakeholder expectations change.

5.5 MATERIAL TOPICS AND THEIR SIGNIFICANCE

The materiality assessment identified Energy Management & Renewable Energy, GHG Emissions & Climate Change, Occupational Health & Safety, Human Rights & Labour Practices, Water Management, Business Ethics, and Legal Compliance as the most significant topics for Rainbow Technocast. These issues are closely linked to operational continuity, customer expectations, regulatory obligations, workforce wellbeing, and long-term business sustainability.

The growing importance of climate-related regulations and customer requirements, particularly from international markets, has elevated energy management, carbon emissions, and renewable energy adoption as strategic priorities for the Company. Similarly, maintaining a safe workplace, ethical business practices, and strong compliance systems remains fundamental to Rainbow Technocast's commitment to responsible manufacturing.

The Company will continue to review its material topics periodically to ensure that its ESG strategy remains aligned with stakeholder expectations, industry developments, and emerging sustainability challenges and opportunities.

SECTION 6

CLIMATE CHANGE - PHYSICAL RISKS, RECOVERY & ADAPTATION

Aligned with the physical-risk principles of the TCFD framework and GRI 201-2.

6.1 OUR APPROACH TO CLIMATE RISK

Climate change is already shifting weather patterns in Saurashtra and Gujarat, where our plant is located. We recognise that these changes can affect our operations, our people and our supply chain. We take a practical approach: understand the physical risks, prepare to recover quickly when events happen, and adapt our operations to become more resilient over time. This section focuses on physical climate risk, recovery and adaptation.



87%

Renewable power – grid resilience



ZLD

Water recycling – water resilience



Plan

Emergency response & drills

6.2 PHYSICAL CLIMATE RISKS

The main physical climate risks for our facility, and how they could affect us, are set out below.

Climate Risk	Type	Possible Impact on Rainbow Technocast	Time Horizon
Extreme heat and heatwaves	Acute & chronic	More heat stress for shop-floor workers in an already hot foundry, more cooling needed, and possible drops in productivity.	Short–long
Heavy or erratic rainfall and flooding	Acute	Waterlogging, disruption to production and dispatch, and damage to material and access roads.	Short–medium
Cyclones and high winds	Acute	Power outages, possible damage to structures and rooftop solar, and supply and logistics disruption.	Medium
Water stress and drought	Chronic	Lower water availability in a water-scarce region, affecting process and domestic use.	Medium–long
Rising average temperatures	Chronic	Higher energy demand for cooling and added stress on equipment.	Long
Grid power disruption	Acute	Interruption to melting and production during extreme weather events.	Short–medium

6.3 RECOVERY AND BUSINESS CONTINUITY

To recover quickly from climate-related events, we rely on:

- On-site renewable generation and backup arrangements to keep critical operations running during grid disruption.
- Good site drainage and housekeeping to reduce waterlogging during heavy rain.
- An emergency-response plan, trained first-aiders and mock drills, as covered in the Social Section.
- Insurance cover for plant, property and business interruption.
- Regular data backups so business information stays protected, as covered in the Governance Section.
- Alternative suppliers and reasonable material stock to reduce supply disruption.

6.4 ADAPTATION AND BUILDING RESILIENCE

We are building resilience into our operations through steps that also support our wider ESG goals:

- **Renewable energy:** 0.8 MW wind and 0.8 MW solar meet most of our electricity need, reducing our dependence on the grid and our exposure to power cuts and price shocks.
- **Water resilience:** Zero Liquid Discharge and full water recycling reduce our dependence on fresh water in a water-scarce region.
- **Worker heat protection:** ventilation and exhaust systems, drinking water and rest breaks, suitable PPE, and shift planning to manage heat during summer.
- **Site protection:** drainage, housekeeping and maintenance to handle heavy rain, and secure mounting of rooftop solar against high winds.
- **Greening:** tree-plantation and greening around the site to reduce local heat and improve the surroundings.
- **Energy efficiency:** ongoing efficiency work that lowers energy use and, with it, our exposure to energyrelated climate risk.

In short, many of the steps that reduce our environmental footprint – renewable energy, water recycling and energy efficiency – also make Rainbow Technocast more resilient to the physical effects of climate change. We will keep reviewing these risks and strengthening our response as conditions change.



SECTION 7

ENVIRONMENTAL

Reported in line with the GRI Standards (GRI 301, 302, 303, 305 and 306) and mapped to the United Nations Sustainable Development Goals (SDG 6, 7, 12, 13 and 15).

E.1 OUR APPROACH TO THE ENVIRONMENT

Rainbow Technocast runs an energy- and material-intensive process – melting metal, building ceramic shells, pouring castings and finishing parts. We take responsibility for the environmental footprint of this work. Our aim is to use less energy, generate more of our own clean power, cut greenhouse-gas emissions, save water, avoid waste, and keep our air, water and land clean for the community around our plant near Rajkot.

Our environmental management is built on a certified system. Rainbow Technocast is an ISO 14001:2015 (Environmental Management System) certified company. This gives us a structured way to identify our environmental aspects and impacts, set objectives and targets, control our operations, monitor performance and improve year after year. This section reports our environmental performance for FY 2025-26, with FY 2023-24 and FY 2024-25 shown for comparison. FY 2024-25 is used as the baseline year for our environmental targets.

Scope, Boundary and Coverage

This section covers Rainbow Technocast’s investment casting facility at Shapar Industrial Estate, near Rajkot, Gujarat, India. The data covers direct operations under the Company’s operational control – electricity use, on-site renewable generation, fuel combustion, water, air emissions, waste and materials. The reporting period is FY 2025- 26 (1 April 2025 to 31 March 2026), with prior years shown for trend.

87%	451.5	ZLD	0
Renewable electricity share	Market-based emissions (tCO ₂ e)	Zero Liquid Discharge	Waste to landfill (MT)

UN SDG Links – Environmental Pillar

SDG	Goal	How Rainbow Technocast Contributes
SDG 6	Clean Water and Sanitation	Zero Liquid Discharge operation – 100% of water is reused or recycled and industrial effluent to the environment is nil.
SDG 7	Affordable and Clean Energy	0.8 MW wind and 0.8 MW rooftop solar generating 87% of the plant’s electricity from renewable sources.
SDG 12	Responsible Consumption and Production	100% metal scrap recycled as raw material; 95–98% of wax reused; zero hazardous waste to landfill.
SDG 13	Climate Action	Renewable energy avoided 1,544 tCO ₂ e in FY 2025-26; market-based emissions down 53% year on year.
SDG 15	Life on Land	Air-pollution-control equipment on all major dust and fume sources, and zero waste to landfill protecting local soil and land.

Environmental KPI Summary

Key Performance Indicator	FY 2024-25	FY 2025-26
Total electricity consumption (MWh)	2,426.87	2,496.39
Renewable electricity share (%)	60%	87%
Energy intensity (MWh / tonne)	2.58	2.7
Scope 1 emissions (tCO ₂ e)	247.75	223.54
Scope 2 emissions – market-based (tCO ₂ e)	713.95	227.96
Total GHG emissions – market-based (tCO ₂ e)	961.7	451.5
GHG intensity – market-based (tCO ₂ e / tonne)	1.02	0.49
Avoided emissions from renewable energy (tCO ₂ e)	1,050.38	1,544.48
Total water consumption (KL)	–	1,200
Hazardous waste to landfill (MT)	–	0
Metal scrap recycled as raw material (%)	100%	100%

E.2 ENERGY MANAGEMENT | GRI 302

GRI 302-1, 302-3, 302-4 | Linked SDGs: 7, 13

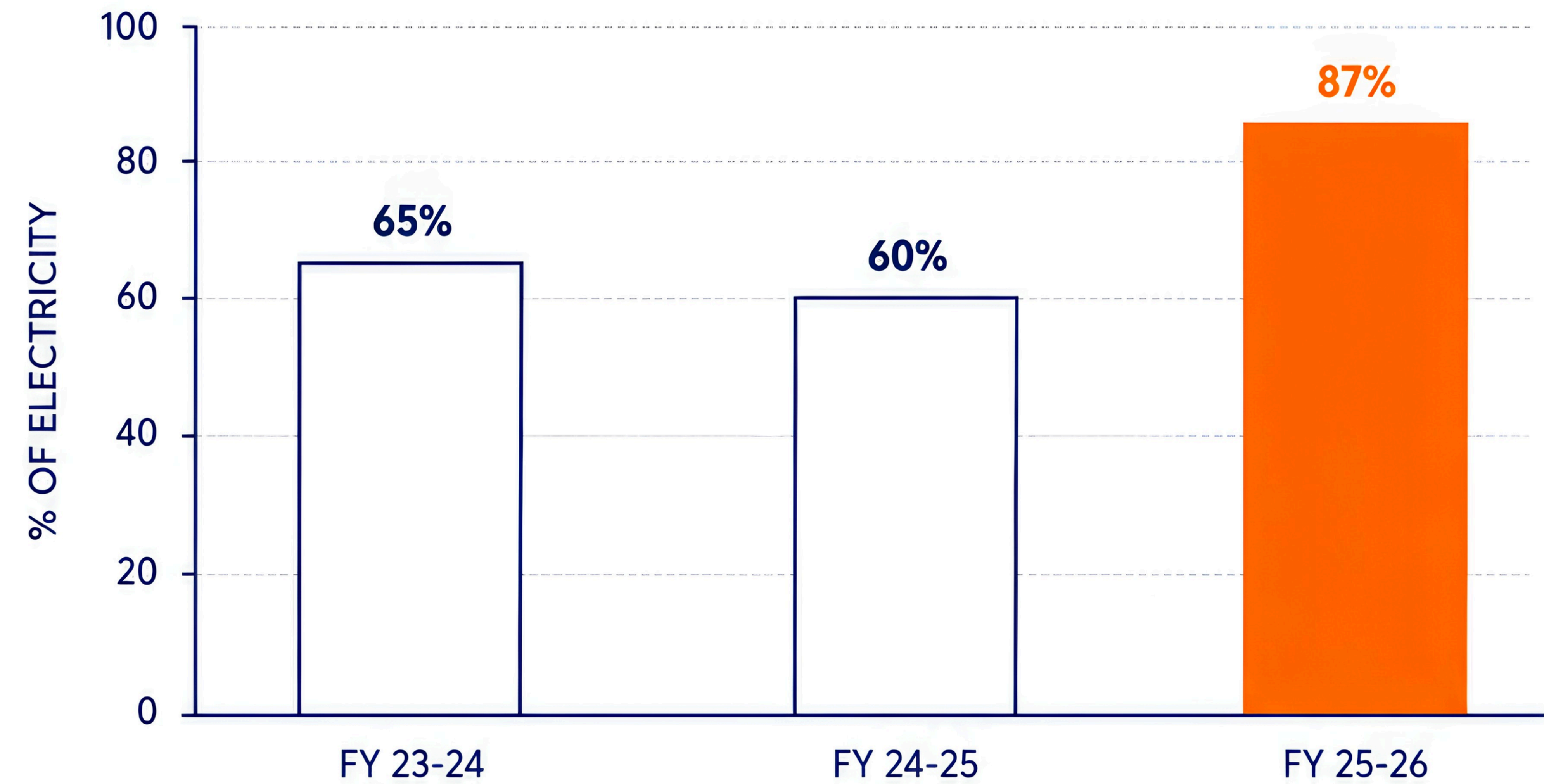
Electricity is our single largest energy input, used mainly for induction melting, along with compressed air, finishing equipment, lighting and utilities. We manage energy on two fronts: using it efficiently, and generating as much of it as we can from our own renewable sources. The table below sets out our full energy profile over three years.

Energy Indicator	Unit	FY 23-24	FY 24-25	FY 25-26
Grid: total electricity consumption (A)	MWh	2,409.26	2,426.87	2,496.39
Wind generation – 0.8 MW windmill (B1)	MWh	1,282.31	1,148.51	1,138.34
Solar generation – rooftop solar (B2)	MWh	288.58	296.31	1,036.99
Total renewable energy (C = B1 + B2)	MWh	1,570.89	1,444.82	2,175.33
Renewable share of electricity (C / A)	%	65%	60%	87%
Net grid consumption after RE (A – C)	MWh	838.37	982.05	321.06
Total production (D)	tonne	892.98	940.06	923.5
Energy intensity (A / D)	MWh/tonne	2.7	2.58	2.7

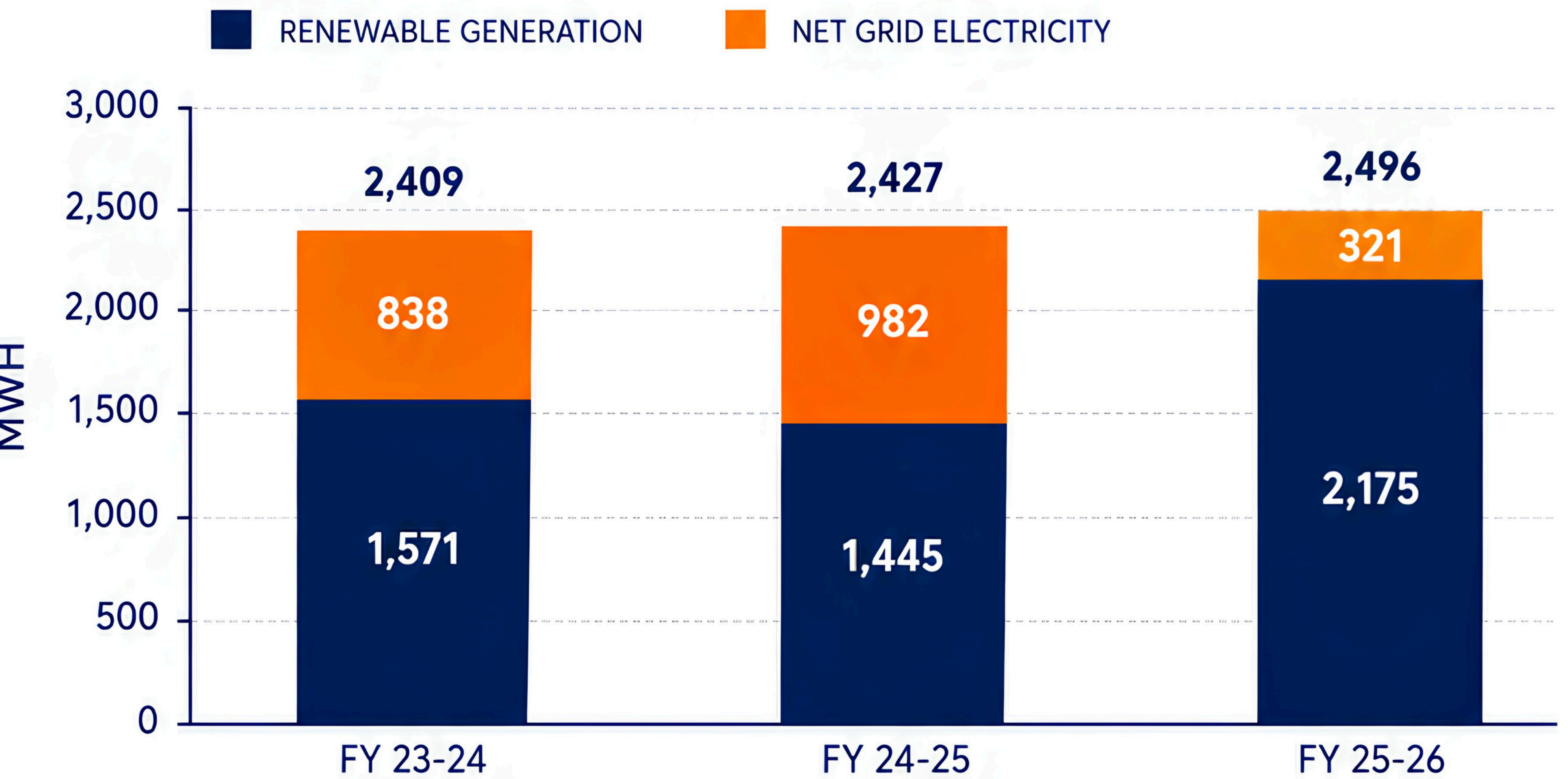
Renewable generation met 87% of the plant’s electricity in FY 2025-26, up from 60% the year before. This is the result of a major rooftop-solar expansion (see Section E.3). As a result, net grid electricity fell sharply from 982.05 MWh to 321.06 MWh. Energy intensity held steady at about 2.70 MWh per tonne of castings; reducing it further is a formal target (Section E.9).



RENEWABLE ELECTRICITY SHARE



ELECTRICITY: RENEWABLE GENERATION VS NET GRID (MWH)



E.3 RENEWABLE ENERGY AND AVOIDED EMISSIONS | GRI 305-5

GRI 305-5 | Linked SDGs: 7, 13

Our emission-reduction strategy is anchored on two renewable-energy systems that Rainbow Technocast owns and has installed. Both operate under power agreements with Paschim Gujarat Vij Company Limited (PGVCL), the state distribution utility, and the units they generate are credited to the Company’s electricity consumption bill by PGVCL:

- **Wind:** a 0.8 MW wind power plant, owned and installed by Rainbow Technocast under a power purchase agreement with PGVCL, in service since 2015.
- **Solar:** a 0.8 MW solar power plant, owned and installed by Rainbow Technocast, first commissioned at 0.3 MW in 2023 and expanded by a further 0.5 MW in November 2024. The full-year benefit of this expansion shows in FY 2025-26, when solar generation more than tripled to 1,036.99 MWh.

Together, wind and solar generated 2,175.33 MWh of clean electricity in FY 2025-26. By displacing grid power, this renewable generation avoided an estimated 1,544.48 tonnes of CO₂e – a 47% increase in avoided emissions over the previous year.

Renewable Energy Indicator	Unit	FY 23-24	FY 24-25	FY 25-26
Wind energy generation	MWh	1,282.31	1,148.51	1,138.34
Solar energy generation	MWh	288.58	296.31	1,036.99
Avoided emissions through renewable energy	tCO ₂ e	1,115.33	1,050.38	1,544.48



RENEWABLE GENERATION:
WIND VS SOLAR (MWH)

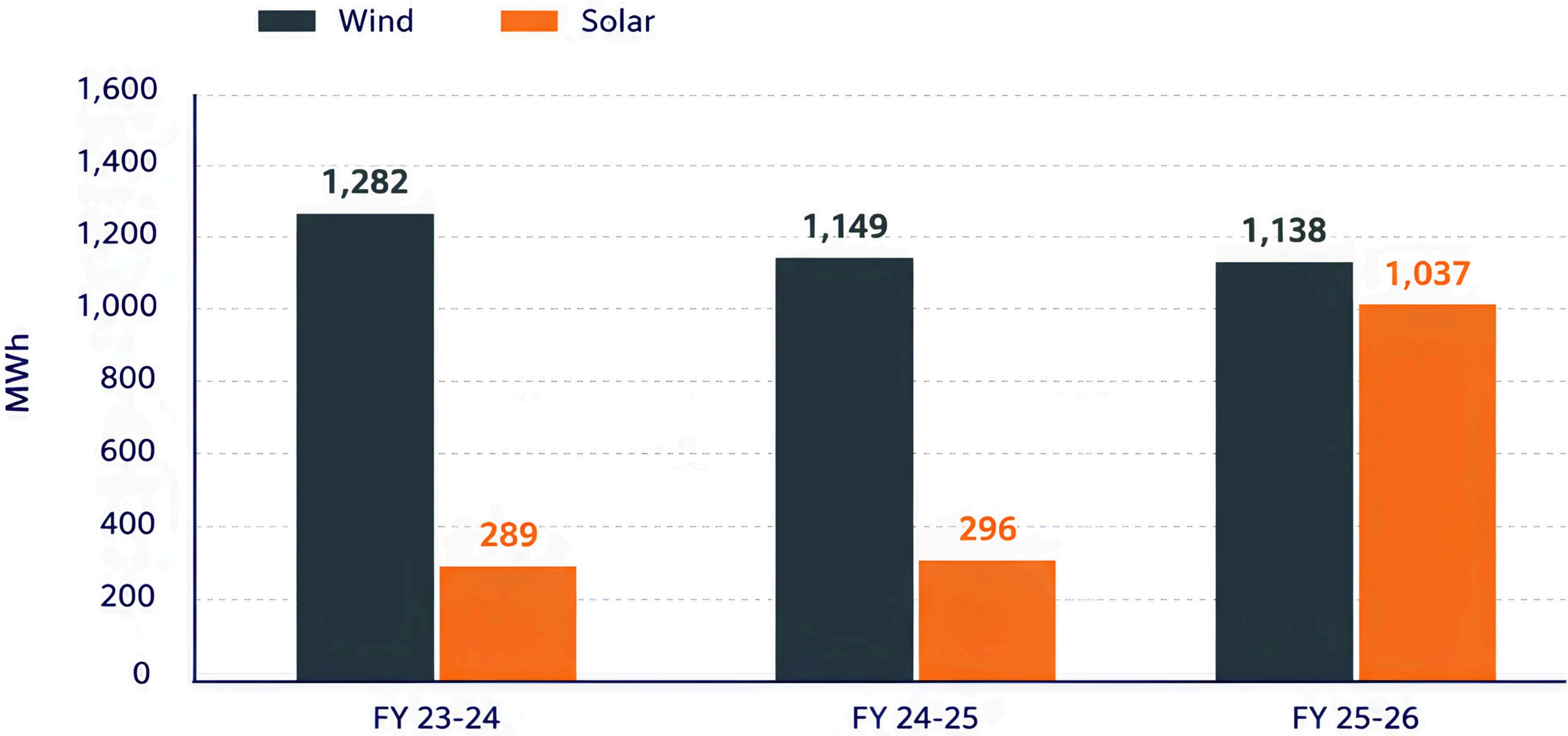
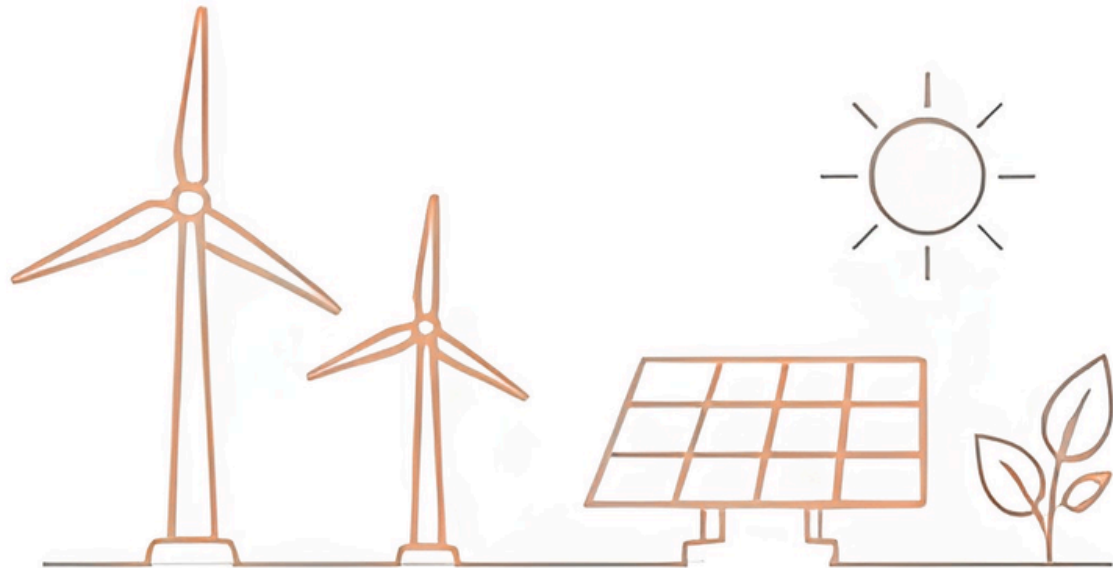


Figure 3. Wind and solar generation (MWh) — the Nov-2024 solar expansion more than tripled solar output.

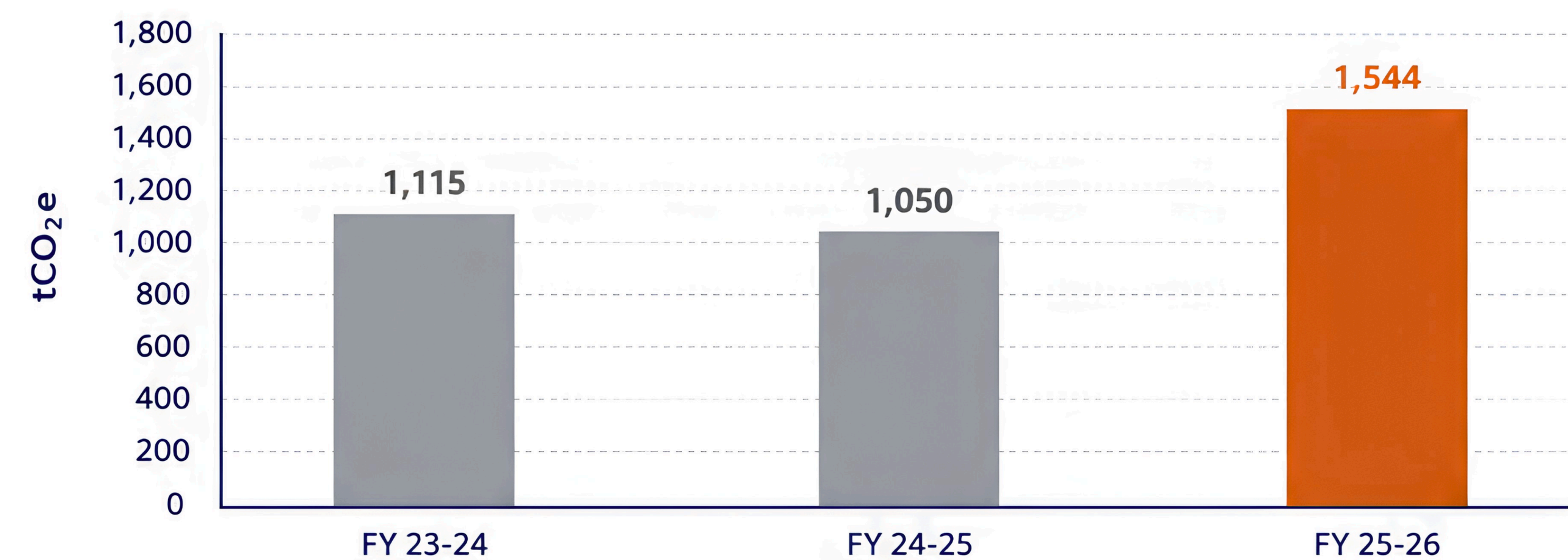


Figure 4. Emissions avoided through renewable generation (tCO₂e).

E.4 GREENHOUSE-GAS EMISSIONS | GRI 305

GRI 305-1, 305-2, 305-4 | Linked SDGs: 13

We measure our greenhouse-gas (GHG) emissions across Scope 1 (direct emissions from fuel we burn on site, such as LPG and diesel) and Scope 2 (indirect emissions from the electricity we buy). For Scope 2 we report on two bases: the location-based method (using the average grid emission factor) and the market-based method (which reflects our own renewable generation). Both are shown below.

GHG Indicator	Unit	FY 23-24	FY 24-25	FY 25-26
Scope 1 emissions	tCO ₂ e	292.23	247.75	223.54
Scope 2 emissions (location-based)	tCO ₂ e	1,751.53	1,764.33	1,772.44
Scope 2 emissions (market-based)	tCO ₂ e	636.2	713.95	227.96
Total GHG emissions (location-based)	tCO ₂ e	2,043.76	2,012.08	1,995.98
Total GHG emissions (market-based)	tCO ₂ e	928.43	961.7	451.5
Total production	tonne	892.98	940.06	923.5
Emission intensity (location-based)	tCO ₂ e/t	2.29	2.14	2.16
Emission intensity (market-based)	tCO ₂ e/t	1.04	1.02	0.49

Scope 1 emissions have fallen steadily, from 292.23 tCO₂e in FY 2023-24 to 223.54 tCO₂e in FY 2025-26 (a 23% reduction). On the market-based method, which reflects our renewable generation, total emissions dropped 53% year on year – from 961.70 to 451.50 tCO₂e – and market-based emission intensity more than halved, from 1.02 to 0.49 tCO₂e per tonne. Location-based totals stayed broadly flat, reflecting steady production and grid-factor assumptions.

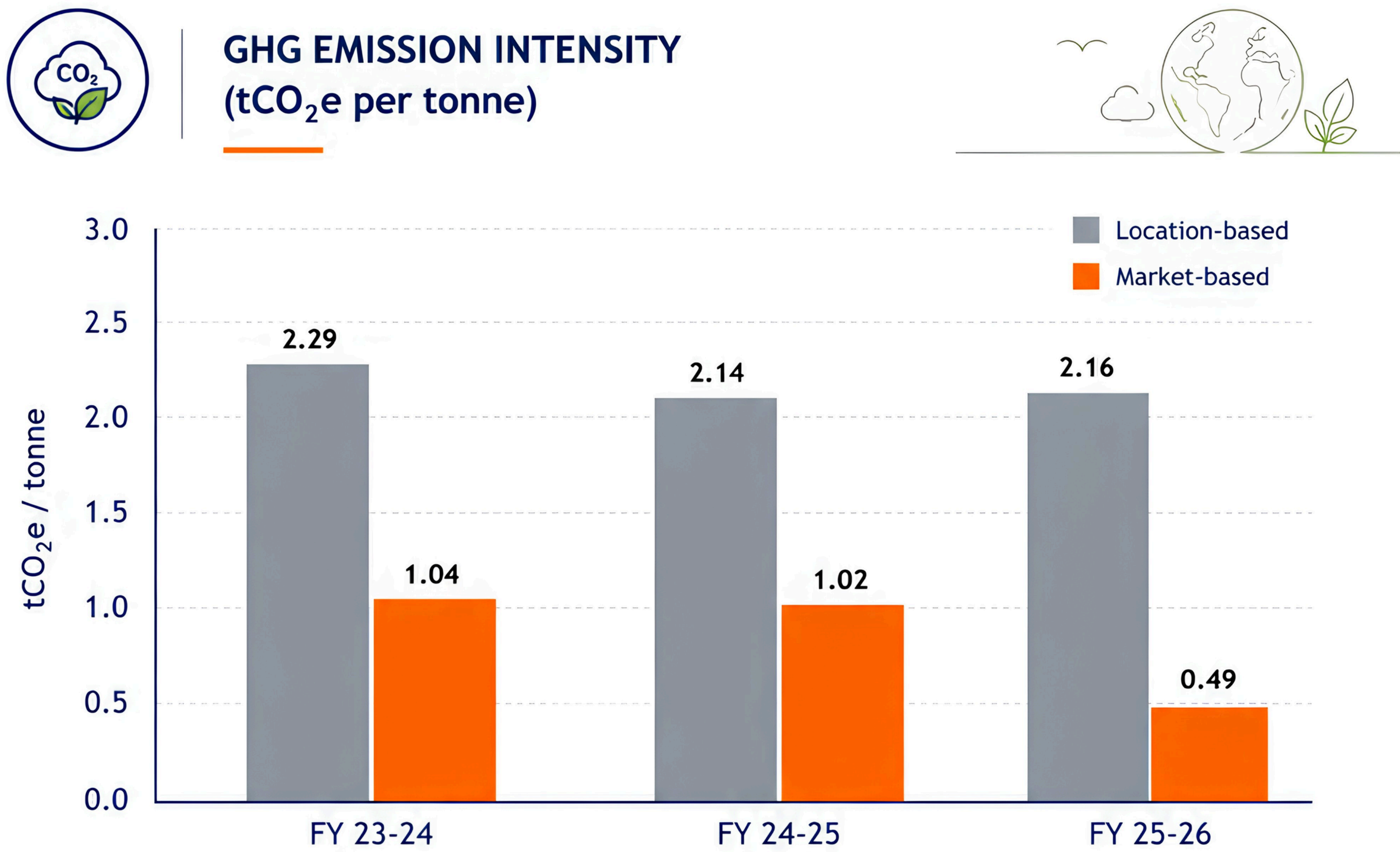


Figure 6. GHG emission intensity per tonne of castings (tCO₂e/tonne).

E.5 AIR EMISSIONS AND POLLUTION CONTROL | GRI 305-7

GRI 305-7 | Linked SDGs: 12, 15

Our casting process can release particulate matter (dust and fume) and combustion gases at several points – the induction furnace, shot-blasting, sand-blasting and sand-coating. We control these emissions at source with dedicated air-pollution-control equipment (APCE) on each major source, so that emissions stay within the limits set by the Gujarat Pollution Control Board (GPCB). The equipment in place is:

- **Induction furnace:** a cyclone separator with hood cover, connected to a blower, to capture particulate matter and manage SO₂ and NO_x.
- **Shot-blasting machine:** a bag filter to capture particulate matter.
- **Sand-blasting room:** a cyclone separator combined with a bag filter to capture particulate matter.
- **Sand-coating room exhaust:** a bag filter to capture particulate matter.

Air emissions and stack parameters are monitored periodically and reported to the regulator as required. Maintaining 100% compliance with statutory air-emission limits is a standing environmental target (Section E.9).

E.6 WATER MANAGEMENT | GRI 303

GRI 303-1, 303-2, 303-5 | Linked SDGs: 6, 12

We use water for a small number of process needs and for domestic use on site. We manage water carefully and, importantly, we operate as a Zero Liquid Discharge (ZLD) facility – no industrial effluent leaves our premises. All water used in the process is reused or recycled through a soak pit and for gardening, so the quantity of industrial effluent discharged to the environment is nil. This is our regulatory permission, and we comply with it.

Water Indicator	Unit	FY 2025-26
Domestic water consumption	KL / year	450
Industrial water consumption	KL / year	750
Total water consumption	KL / year	1,200
Water consumption per tonne of product	KL / MT	0.65
Industrial effluent discharged to environment (ZLD)	KL / year	NIL

Because the facility is Zero Liquid Discharge, 100% of process water is recovered and reused. Reducing freshwater use per tonne of output by a further 10% is a formal target (Section E.9).



WATER CONSUMPTION SPLIT —
ZERO LIQUID DISCHARGE



Figure 7. Water consumption split between domestic and industrial use (KL/year).

E.7 WASTE MANAGEMENT | GRI 306

GRI 306-1, 306-2, 306-3, 306-4, 306-5 | Linked SDGs: 12, 15

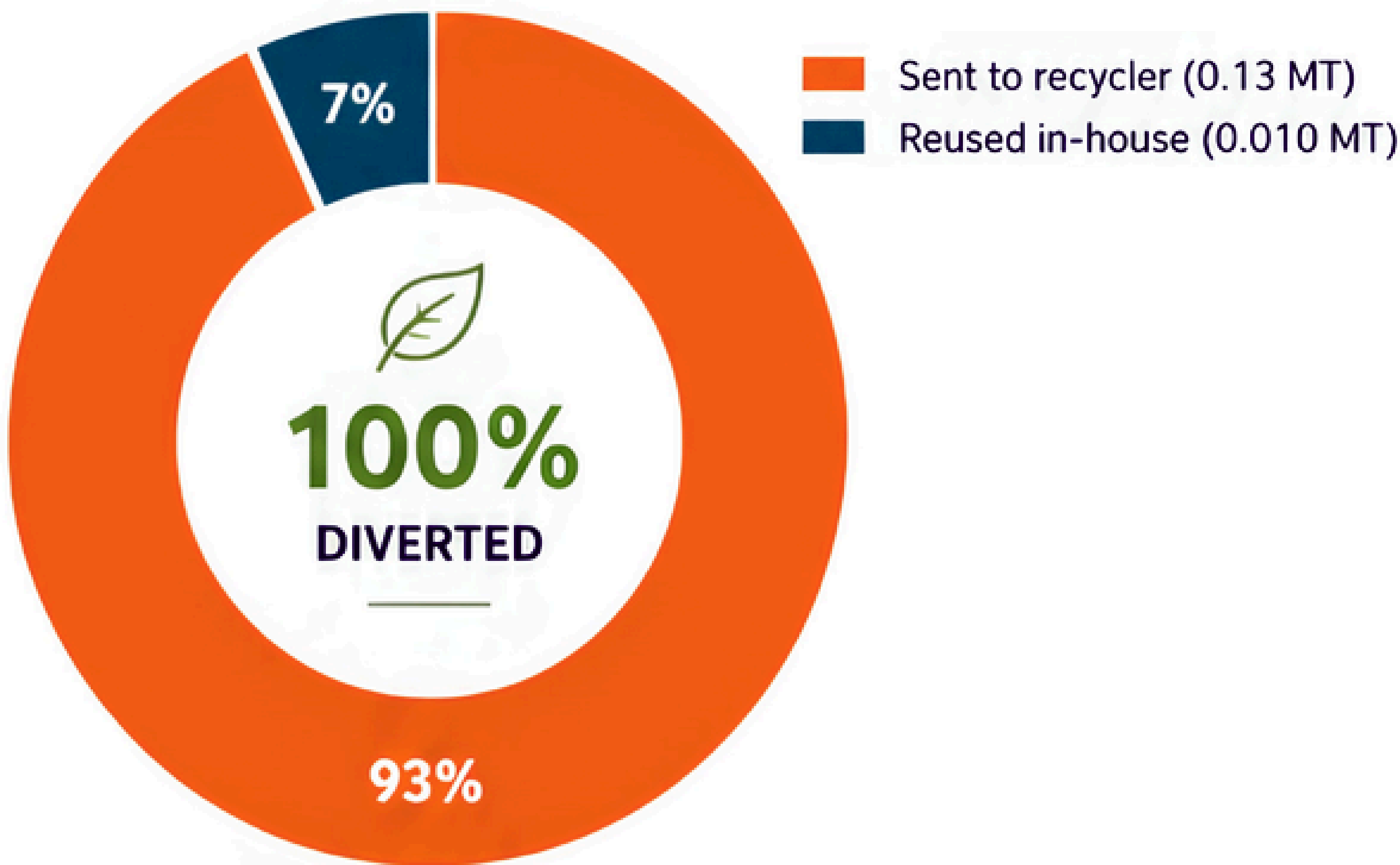
We manage waste in line with the principle of avoid, reuse, recycle and only then dispose. The largest material stream in a foundry – metal scrap – is not treated as waste at all: it is a raw material that we re-melt (see Section E.8). The small quantities of hazardous waste we do generate are handled through authorised routes only. The table below shows our hazardous waste for FY 2025-26 and how each stream was managed.

Sr.	Type of Hazardous Waste	Generated (MT)	To TSDF (MT)	To Recycler (MT)	Reused In-house (MT)
1	Empty barrels / containers / liners contaminated with hazardous chemicals	0.13	0	0.13	0
2	Used or spent oil	0.01	0	0	0.01
	Total	0.14	0	0.13	0.01

Zero waste to landfill. All hazardous waste is either sent to an authorised third-party recycler or reused in-house. No hazardous waste is sent to landfill, and none is allowed to contaminate land outside the factory premises.



HAZARDOUS WASTE —
ZERO TO LANDFILL



E.8 MATERIALS AND CIRCULAR ECONOMY | GRI 301

GRI 301-1, 301-2, 301-3 | Linked SDGs: 12

Investment casting lends itself naturally to a circular model, and we make the most of it. Two material loops stand out:

E.8.1 Metal – 100% Recycled Input

Our main raw material is 100% metal scrap – end-of-life iron and steel that would otherwise be waste. Inside our own process, every bit of scrap returned from a melting batch (runners, risers, rejected castings) goes straight back into the next melting batch. In a casting business, this scrap is not a cost to dispose of – it is an asset, because it is our raw material. By re-melting it, we keep metal in use and maintain a 100% recycled metal input.

E.8.2 Wax – Recovered and Reused

The wax used to make patterns is also recovered. Used wax patterns are re-melted in a boiler and reused to make patterns for the next batch. Around 95–98% of wax is recycled and reused in pattern-making, which greatly reduces the amount of new wax we need to buy and the amount of waste we generate.

In summary: 100% of our metal input is recycled scrap, every process scrap return is re-melted, and 95–98% of wax is recovered and reused – keeping materials in use and waste to a minimum.

E.9 ENVIRONMENTAL TARGETS

Linked SDGs: 6, 7, 12, 13, 15

We have set clear, time-bound environmental targets. Most are measured against an FY 2024-25 baseline and will be tracked and reported each year. These targets turn our commitments into measurable goals.

Focus Area	Target	Baseline	By
Energy	Reduce energy intensity (kWh per tonne of castings) by 15%	FY 24-25	FY 28-29
Renewable Energy	Increase renewable electricity to at least ≥ 90% of total electricity consumption	FY 24-25	FY 28-29
GHG Emissions	Reduce absolute Scope 1 and Scope 2 emissions by 30%	FY 24-25	FY 29-30
Water	Reduce freshwater withdrawal per tonne of output by 10%	FY 24-25	FY 28-29
Waste	Achieve at least 90% recycling or reuse of non-hazardous waste from operations	–	FY 27-28
Waste	Send zero hazardous waste to landfill – authorised recovery, recycling or treatment routes only	–	FY 27-28
Compliance	Maintain 100% compliance with statutory air-emission limits and environmental monitoring	–	Every year
Training	Provide environmental awareness training to 100% of employees and relevant contract workers	–	Every year



SECTION 8

SOCIAL

Reported in line with the GRI Standards (GRI 401, 402, 403, 404, 405, 406, 407, 408, 409 and 413) and mapped to the United Nations Sustainable Development Goals (SDG 3, 4, 5, 8, 10 and 16).

S.1 OUR APPROACH TO SOCIAL RESPONSIBILITY

At Rainbow Technocast, our people are at the heart of everything we make. Investment castings are not made by machines alone. They are made by skilled people – pattern makers, shell-room operators, furnace and pouring teams, fettlers, machinists, inspectors and quality engineers. Their skill, training and care decide the quality and safety of every casting we produce.

Our social commitment rests on two simple promises. First, to give every member of our workforce a safe, fair and respectful workplace where they can learn and grow. Second, to be a responsible and helpful neighbour to the communities around our plant near Rajkot.

This section reports our social performance for the financial year 2025-26. We have aligned our disclosures with the GRI Topic Standards – GRI 401 (Employment), GRI 402 (Labour-Management Relations), GRI 403 (Occupational Health and Safety), GRI 404 (Training and Education), GRI 405 (Diversity and Equal Opportunity), GRI 406 (Nondiscrimination), GRI 407 (Freedom of Association and Collective Bargaining), GRI 408 (Child Labour), GRI 409 (Forced or Compulsory Labour) and GRI 413 (Local Communities).

Our work is guided by widely respected international standards – the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. We put these into practice through Indian law, including the Factories Act 1948, the Industrial Disputes Act 1947, the Code on Wages 2019, the Code on Social Security 2020, the Maternity Benefit (Amendment) Act 2017, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, the Child and Adolescent Labour (Prohibition and Regulation) Act 1986, the Bonded Labour System (Abolition) Act 1976, the Rights of Persons with Disabilities Act 2016 and the Equal Remuneration Act 1976.

Scope, Boundary and Coverage

We follow an operational-control approach. This report covers Rainbow Technocast’s investment casting facility at Shapar Industrial Estate, near Rajkot, Gujarat, India. It covers all direct employees on the Company’s payroll. Where stated, it also covers contract and outsourced workers (such as security and housekeeping) engaged at the site. The reporting period is FY 2025-26 (1 April 2025 to 31 March 2026). Where data is available, FY 2024-25 is used as the comparison year.

UN SDG Links – Social Pillar

SDG	Goal	How Rainbow Technocast Contributes
SDG 3	Good Health and Well-being	Pre-employment and periodic medical check-ups, on-site first aid, health awareness camps, and regular occupational health checks for workers in noise and dust areas.
SDG 4	Quality Education	Structured technical and safety training for every employee, with regular refresher sessions and on-the-job learning.
SDG 5	Gender Equality	16.05% women in the total workforce; full POSH compliance; and clear targets to grow women’s representation by FY 2030-31.
SDG 8	Decent Work and Economic Growth	Wages at or above the Gujarat minimum wage, a structured benefits package, working hours within statutory limits, and a formal grievance system.
SDG 10	Reduced Inequalities	An Equal Opportunity Policy, a ban on all forms of discrimination, and the principle of equal pay for equal work.
SDG 16	Peace, Justice and Strong Institutions	Zero tolerance for child or forced labour; a confidential whistle-blower mechanism; and protection from retaliation for anyone who raises a concern.

Social KPI Summary – FY 2025-26

Key Performance Indicator	FY 2025-26	Reported in
Average unadjusted gender pay gap	23%	S.6.3
Women at top management level	16.67%	S.2.1 / S.6.2
Women in the whole organisation	16.05%	S.2.1 / S.6.2
Women in the governing body (Partners)	50%	S.6.2
Days lost to work-related injury, ill health and fatalities	2	S.4.8
Total number of hours worked	160,000	S.4.8
Number of work-related accidents	2	S.4.8
Workforce trained on business ethics	100%	S.5.3
Average training hours per employee	24	S.5.3

S.2 OUR WORKFORCE AND EMPLOYMENT | GRI 401

GRI 2-7, 2-8, 401-1 | Linked SDGs: 5, 8, 10

S.2.1 Headcount and Composition (GRI 2-7)

As at 31 March 2026, Rainbow Technocast employed 81 direct, on-roll employees at its investment casting facility. All 81 are permanent, full-time employees. We do not employ any person below the age of 18 in any role. The table below shows our direct workforce by level and gender.

Category	Male	Female	Women %	Total
Top Management	10	2	16.67%	12
Middle Management	15	3	16.67%	18
Non-Management	43	8	15.69%	51
TOTAL	68	13	16.05%	81

Women make up 16.05% of our total direct workforce and 16.67% of our top management. We know there is room to do better, especially in middle and non-management roles. Our diversity targets are set out in Section S.6.

S.3 EMPLOYEE BENEFITS AND WORKING CONDITIONS | GRI 401

GRI 2-7, 2-8, 401-1 | Linked SDGs: 5, 8, 10

S.3.1 Benefits Framework (GRI 401-2)

We provide a fair and structured benefits package that meets, and in some areas goes beyond, what Indian law requires. The package has three aims: financial security for the employee and family, protection against health and accident risk, and support for work-life balance and dignity at work. All permanent, full-time employees are eligible for the full package. Eligibility for each benefit follows the relevant law and Company policy.



Benefit	What it Covers	Who is Covered
Health Insurance (Medicla im)	Group health insurance for the employee and immediate family (spouse and children), giving access to medical care and protection from large medical bills.	All permanent employees
Personal Accident Insurance	Round-the-clock accident cover, on and off duty, providing money support in case of accidental injury or death.	All permanent employees
Provident Fund (EPF)	Statutory retirement savings contribution under the Employees’ Provident Funds and Miscellaneous Provisions Act 1952.	All eligible employees
Gratuity	Statutory gratuity under the Payment of Gratuity Act 1972 for employees who complete the qualifying service period.	All eligible employees
Employees’ State Insurance (ESI)	Medical, sickness, maternity, disability and dependant benefits under the ESI Act 1948 for eligible employees within the wage limit.	All eligible employees
Maternity Leave	Paid maternity leave under the Maternity Benefit (Amendment) Act 2017 – 26 weeks for the first two children, 12 weeks from the third, plus medical bonus.	All eligible women employees
Paternity Leave	Paid paternity leave to support family well-being at the time of childbirth.	All eligible male employees
Casual / Sick / Earned Leave	Annual leave under the Factories Act 1948 and the Company Leave Policy, including carry-forward and encashment where applicable.	All permanent employees
Subsidised Canteen	Hygienic, subsidised meals on site to support good nutrition.	All employees on site
Transport Support	Transport facility or allowance for shop-floor employees to travel safely between home and the plant.	Shop-floor employees
Uniforms and PPE	Uniforms and a full set of personal protective equipment (helmets, safety shoes, gloves, ear plugs, dust masks, eye protection, heat-resistant aprons for melt-deck staff) given and replaced free of cost.	All shop-floor employees
Bonus and Performance Pay	Statutory bonus under the Payment of Bonus Act 1965 and performance-linked pay where applicable.	All eligible employees

S.3.2 Working Hours and Wages

Working hours, overtime, weekly rest and spread-over fully follow the Factories Act 1948 – a maximum of 48 working hours per week, overtime paid at the statutory double rate, a weekly rest day, and proper rest intervals. We keep attendance and overtime records as required by law and make them available for inspection. All wages are paid at or above the minimum wage set by the Government of Gujarat for the relevant skill category. Wages are paid by bank transfer (no cash) on a fixed monthly cycle, so that every payment is clear and can be traced.

S.3.3 Parental Leave (GRI 401-3)

Maternity leave is given in full as per the Maternity Benefit (Amendment) Act 2017. Paternity leave is offered to support families at the time of childbirth. We also support a smooth return to work for employees coming back from maternity leave.

Parental Leave Indicator (FY 2025-26)	Female	Male
Employees entitled to parental leave	13	68
Employees who took parental leave	0	0
Employees who returned to work after leave	Not Applicable	Not Applicable
Return-to-work rate	Not Applicable	Not Applicable
Retention rate – 12 months after return	Not Applicable	Not Applicable



WORKFORCE
BY GENDER

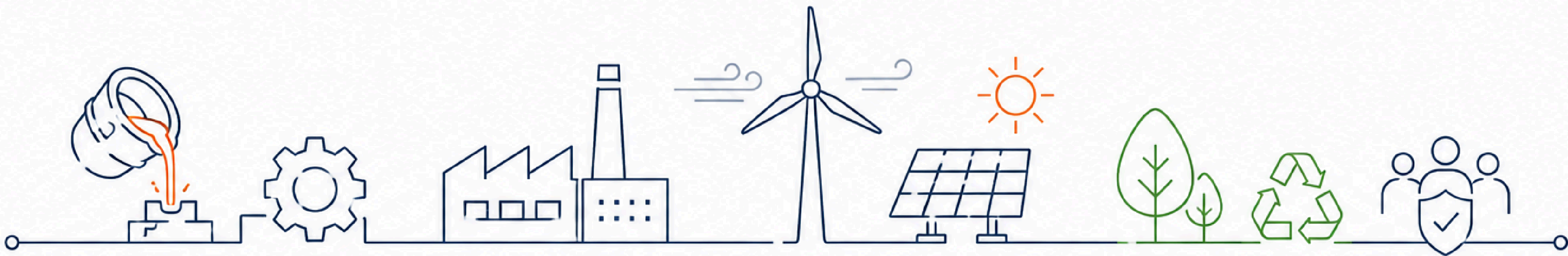


S.4 OCCUPATIONAL HEALTH AND SAFETY | GRI 403

GRI 403-1 to 403-9 | Linked SDGs: 3, 8

S.4.1 Health and Safety Management (GRI 403-1)

We run a structured Occupational Health and Safety (OHS) framework based on the principles of ISO 45001:2018. Its goal is simple: to prevent work-related injury and ill health, and to keep every employee, contractor and visitor safe on our premises. The OHS framework works through written policies, procedures, work instructions and shopfloor controls, and is linked to our quality and environment systems. Final responsibility for health and safety rests with the Top Management. Day-to-day work is led by the EHS Officer, supported by a Safety Committee that includes both management and worker representatives, as required by the Factories Act 1948. The Committee meets regularly, reviews incidents, approves safe-work methods and oversees drills.



S.4.2 Hazard Identification and Risk Assessment (GRI 403-2)

We find and control workplace hazards through (i) Hazard Identification and Risk Assessment (HIRA) studies for every major process; (ii) Job-Safety Analysis (JSA) for non-routine and high-risk tasks; (iii) near-miss reporting by all employees; (iv) routine workplace inspections by the EHS team; and (v) root-cause investigation of incidents using methods such as 5-Why and Fishbone analysis. The hazard register is reviewed every year and whenever there is a major change in process, equipment, layout or material.

The main hazards in our investment casting operations are:

- Heat hazards – burns and radiant heat from molten metal during melting and pouring, and from hot castings during knockout and handling.
- Dust and chemical hazards – respirable silica from ceramic shell handling, knockout and shell-stripping; and exposure to binders, refractory dust, mould-release sprays and dye-penetrant chemicals.
- Mechanical hazards – pinch points and rotating parts on grinding, cutting, fettling and shot-blast machines; and flying particles.
- Noise – in knockout, fettling, shot-blast and finishing areas, where sound levels can be high without controls and PPE.
- Manual handling – lifting and moving patterns, shells, castings and finished parts; and strain from repetitive work.
- Fire and flammability – LPG storage and burners; and wax handling at the injection and dewaxing stages.
- Electrical hazards – induction-furnace power, control panels and wiring; risk of shock, arc-flash and short circuit.
- Pressure and confined space – the dewax autoclave and any confined-space maintenance entry.

S.4.3 Hierarchy of Controls

We control hazards in the standard order: elimination, then substitution, then engineering controls (local exhaust, dust collectors, machine guarding, interlocks), then administrative controls (work permits for hot-work, heightwork, confined-space and electrical work; safe-operating procedures; signage), and finally personal protective equipment (helmets, safety shoes, heat-resistant aprons for melt-deck, dust masks, ear plugs, eye protection, gloves and face shields). PPE is given to every relevant employee free of cost, replaced regularly and tracked through issue registers.

S.4.4 Occupational Health Services (GRI 403-3)

Our occupational health services include pre-employment medical check-ups to record baseline fitness; periodic health check-ups as required by the Factories Act 1948 (including hearing tests for noise-exposed staff and lung checks for dust-exposed staff); an on-site first-aid facility with trained first-aiders on every shift; and a referral link with the nearest hospital. Any work-related illness is investigated, managed and, where required, reported through the proper channels.

S.4.5 Worker Participation and Consultation (GRI 403-4)

Workers take part in health and safety through (a) the Safety Committee, which includes worker representatives; (b) tool-box talks at the start of each shift; (c) the near-miss and unsafe-condition reporting system, open to every employee; and (d) the grievance mechanism in Section S.8. Any worker may refuse work they reasonably believe is unsafe, without fear of any punishment. This right is written in our OHS Policy and explained to every employee during induction and refresher training.

S.4.6 Worker Training on Health and Safety (GRI 403-5)

Every new joiner gets a full safety induction before working on the shop floor without supervision. After that, annual refresher training and role-based modules follow a set calendar, supported by frequent tool-box talks and mock drills.

Training Module	Frequency	Target Group	Hrs
Safety Induction	On joining	All new joiners	8
Fire-fighting and Evacuation	Annual	All employees	2
First-aid and CPR	Annual	Volunteers and supervisors	4
Molten Metal and Hot-Work Safety	Annual	Melt-deck, pouring and dewax staff	4
Electrical Safety and LOTO	Annual	Electricians and maintenance	4
Hazardous Chemical Handling	Annual	Shell-room, NDT and chemical staff	4
Work-at-Height and Confined Space	As needed	Maintenance and dewax staff	4
Emergency Mock Drill	Half-yearly	All employees	2
Behaviour-Based Safety Talks	Quarterly	Shop-floor	1

S.4.7 Promotion of Worker Health (GRI 403-6)

- Pre-employment and periodic medical check-ups, with hearing and lung tests for staff in noise and dust areas, as required by the Factories Act.
- On-site first-aid facility with trained first-aiders on every working shift.
- Periodic health awareness camps covering lifestyle illness (diabetes, blood pressure), eye care and general wellness.
- Safe drinking water with regular quality checks, well-ventilated rest areas, and a hygienic canteen.

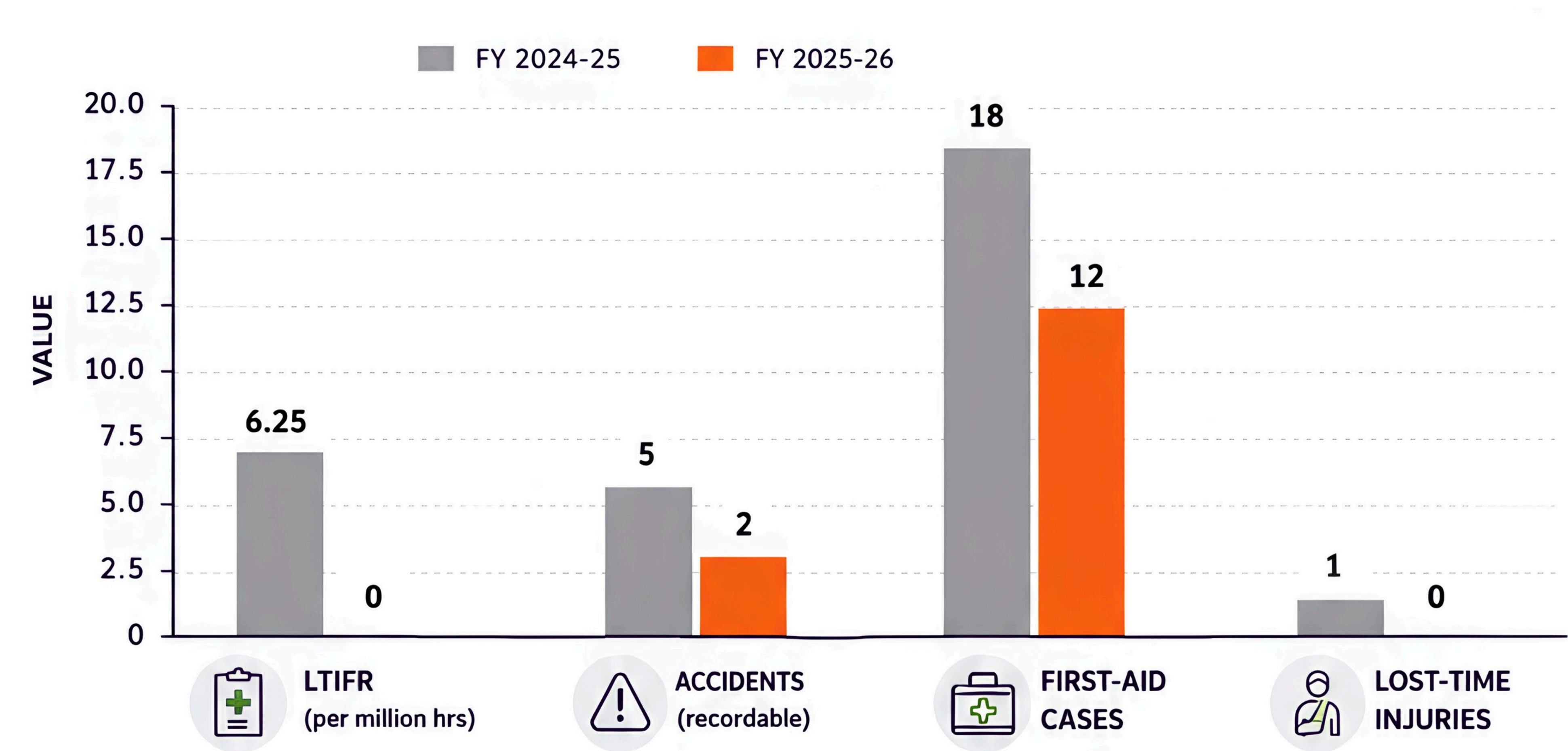
S.4.8 Safety Performance – FY 2025-26 (GRI 403-9)

We track our safety performance through a clear set of indicators – work-related accidents, lost-time injuries, days lost, fatalities, first-aid cases and hours worked. The headline figures and the full table are below.

0	0	2	2
Fatalities (employees + contractors)	Lost-Time Injuries (LTI)	Work-related accidents	Days lost to injury / ill health

Safety Performance Indicator	Unit	FY 2024-25	FY 2025-26
Number of fatalities (employees + contractors)	No.	0	0
Lost-Time Injuries (LTI)	No.	1	0
Lost-Time Injury Frequency Rate (LTIFR)	per million hrs	6.25	0
High-consequence work-related injuries	No.	0	0
Number of work-related accidents (recordable)	No.	5	2
First-aid cases	No.	18	12
Total number of hours worked	Hrs	160,000	160,000
Average OHS training hours per employee	Hrs	12	12

We do not treat a good safety record as a reason for complacency. Every near-miss is investigated to its root cause, and corrective actions are tracked until they are closed.



Lost-time injuries reduced to zero in FY 2025-26, reflecting our strong focus on workplace safety.

S.5 TRAINING AND CAREER DEVELOPMENT | GRI 404

GRI 404-1, 404-2, 404-3 | Linked SDGs: 4, 5, 8

S.5.1 Our Approach to Training

We run structured training programmes to build employee skills, improve the way we work, meet legal requirements and support responsible business practices at every level. Our training covers a balanced mix of technical, quality, environmental, safety, behavioural and ethics topics. Training needs are identified through yearly skill assessments, customer audits, legal requirements and the development plans that come out of each employee’s annual review.

S.5.2 Training Themes

- **Technical and process training:** wax injection, ceramic shell building, dewaxing, melting, pouring, knockout, fettling, heat treatment, machining and inspection – to improve efficiency and product quality.
- **Quality management:** training aligned with IATF 16949 / ISO 9001, including core tools such as PPAP, APQP, FMEA, SPC and MSA.
- **Management systems:** internal-auditor and awareness training on ISO 9001, ISO 14001 and ISO 45001.
- **Health, safety and environment:** workplace safety, emergency response, safe handling of hazardous materials, and control of health and safety risks.
- **Business ethics and conduct:** ethics, anti-bribery and anti-corruption, and building a respectful workplace free from discrimination and harassment.
- **Sustainability and resource efficiency:** waste reduction and segregation, energy saving, water care and responsible use of resources.
- **Skill development:** ongoing training to grow technical skills across operating and supervisory roles.

S.5.3 Training Performance (GRI 404-1)

The table below shows our training coverage.

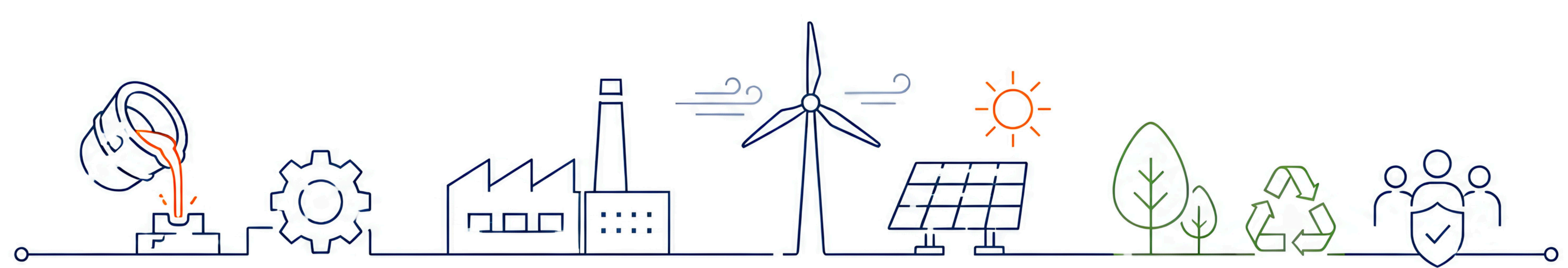
Training Indicator	Unit	FY 2024-25	FY 2025-26
Average training hours per employee	Hrs	18	24
Employees trained on health and safety	%	100	100
Employees trained on environmental topics	%	100	100
Employees trained on business ethics / anti-corruption	%	100	100
Employees trained on POSH / anti-harassment	%	100	100
Employees trained on human rights	%	100	100

S.5.4 Skill Upgrading and Transition Support (GRI 404-2)

- Structured on-the-job training for new joiners under qualified supervisors before they work on their own.
- Cross-functional skill rotation to build a flexible workforce and broaden career paths.
- Sponsored external training and certification (welding, NDT, ISO internal-auditor) for high-potential employees.
- Return-to-work mentoring for employees coming back from long leave, including maternity leave.

S.5.5 Performance and Career Reviews (GRI 404-3)

All permanent employees receive a formal performance and career-development review each year. Reviews are held against goals set at the start of the year, and the results feed directly into training plans, career decisions and any variable pay. The review process is the same for male and female employees, and for management and nonmanagement staff alike.



S.6 DIVERSITY, EQUITY AND INCLUSION | GRI 405, 406

GRI 405-1, 405-2, 406-1 | Linked SDGs: 5, 8, 10

S.6.1 Equal Opportunity

We are committed to a fair and inclusive workplace free from unlawful discrimination. Our Equal Opportunity Policy bans discrimination on the basis of gender, caste, religion, age, disability, sexual orientation, marital status, place of origin, language or any other protected ground. All decisions on hiring, pay, promotion, training, work allocation, transfer and exit are made on merit and suitability for the role. We apply the principle of equal pay for equal work – women and men in the same role and level receive comparable basic pay.

S.6.2 Gender Diversity – Current State (GRI 405-1)

Women make up 16.05% of our direct workforce (13 of 81 employees) as at 31 March 2026. Women hold 16.67% of top management roles. We recognise that representation in middle-management and non-management roles has room to grow, and we have set clear targets for the medium term.

Diversity Indicator	FY 2025-26	FY 2030-31 Target
Women % – overall workforce	16.05%	≥ 25%
Women % – Top Management	16.67%	≥ 25%
Women % – Middle Management	16.67%	≥ 22%
Women % – Non-Management	15.69%	≥ 20%

S.6.3 Equal Remuneration and Gender Pay Gap (GRI 405-2)

We use a structured, grade-based pay framework. Within each grade and role, basic pay is set by skill, experience and performance – not by gender. We measure the average unadjusted gender pay gap and the ratio of women’s to men’s basic pay by level. The average unadjusted gender pay gap is the difference between the average gross hourly pay of male and female employees, shown as a percentage of the average male gross hourly pay. “Unadjusted” means it does not correct for role, grade or experience.

Gender Pay Indicator	FY 2025-26
Average unadjusted gender pay gap	23%

S.6.4 Prevention of Sexual Harassment (POSH)

We fully follow the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. An Internal Committee is in place as required by the Act, with the necessary external member. POSH awareness training is held every year for all employees and contract staff at the site. POSH contact details are displayed on shop-floor notice-boards in English, Hindi and Gujarati. We follow a strict zero-tolerance approach and guarantee confidentiality and no retaliation for anyone who raises a complaint in good faith. The number of POSH complaints received during FY 2025-26 was nil.

S.6.5 Actions to Improve Diversity

- Outreach to women’s engineering, polytechnic and ITI institutions in Gujarat to widen the pipeline of women technicians and graduates.
- Return-to-work mentoring for employees coming back from maternity leave, with a phased return where requested.
- A creche / day-care arrangement under the Maternity Benefit (Amendment) Act 2017 once the statutory threshold is reached.
- Review of job descriptions and selection criteria to remove any hidden gender bias.
- Gender-neutral washroom, changing-room and rest-area facilities across the plant.
- Lifting aids and balanced load-handling tools to remove unnecessary physical-strength barriers in shop-floor roles.

S.6.6 Incidents of Discrimination (GRI 406-1)

The number of unlawful discrimination incidents reported through our formal grievance mechanism during FY 2025-26 was nil. Any complaint received is acknowledged within a set time, investigated by a person independent of those involved, and closed with documented corrective action. Complainants are protected from retaliation by policy and through follow-up after the complaint is closed.



WOMEN REPRESENTATION BY LEVEL
VS 2030-31 TARGET

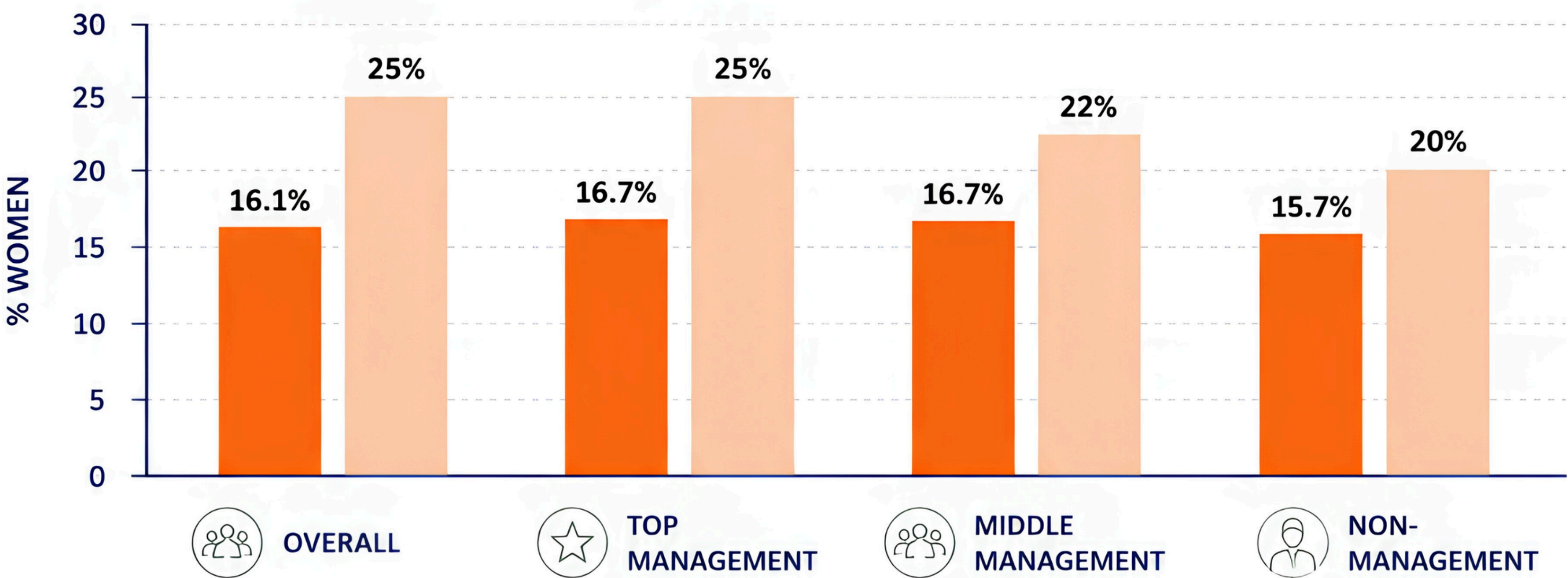


Figure 11. Women representation by level against the FY 2030-31 targets (%).

S.7 HUMAN RIGHTS | GRI 407, 408, 409

GRI 407-1, 408-1, 409-1 | Linked SDGs: 8, 10, 16

We respect and uphold the human rights set out in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines. These expectations are written into our Human Rights Policy and Code of Conduct, which apply to direct employees, contract staff, suppliers and any third party acting on our behalf.

S.7.1 Our Human-Rights Commitments

- No child labour:** no person below the age of 18 works in any role at our facility. Hiring always includes age checks using government identity documents. This follows ILO Conventions 138 and 182 and the Indian Child and Adolescent Labour (Prohibition and Regulation) Act 1986.
- No forced or bonded labour:** all work is voluntary. We do not hold workers’ original documents, do not charge any recruitment fee, do not impose unfair notice periods, and do not allow any form of bonded or trafficked labour. This follows ILO Conventions 29 and 105 and the Bonded Labour System (Abolition) Act 1976.
- Freedom of association:** workers are free to form or join associations of their choice without fear, in line with ILO Conventions 87 and 98. The Safety Committee and our open-door grievance mechanism give structured channels for dialogue.
- Working hours:** hours, overtime and weekly rest follow the Factories Act 1948 – a maximum of 48 hours per week, with overtime at the statutory double rate.
- Fair wages:** pay is at or above the Gujarat minimum wage for the skill category, paid by bank transfer on a fixed monthly cycle.
- Dignity at work:** every employee, contract worker and visitor is treated with respect. Verbal abuse, harassment, intimidation or any inhumane treatment is strictly banned and is a disciplinable offence.
- Migrant workers:** where inter-state migrant workers are engaged, the protections of the Inter-State Migrant Workmen Act 1979 apply, with equal treatment and equal access to PPE, benefits and grievance channels.
- Persons with disabilities:** we follow the Rights of Persons with Disabilities Act 2016, support reasonable accommodation, and keep improving site accessibility.
- Security personnel:** security guards engaged through a licensed agency are trained on the proportionate use of force and respect for human rights.

S.7.2 Human-Rights Due Diligence

- Human-rights checks are built into our processes at several points:
- Hiring – age and right-to-work verification, with documentation review.
- On-boarding – induction on the Code of Conduct, Human Rights Policy, POSH framework and grievance channels.
- Supplier qualification – written acceptance of the Supplier Code of Conduct, including no-child-labour and no-forced-labour commitments.
- Contractor management – flow-down of all labour-law and human-rights duties to every contractor.
- Periodic internal reviews and customer audits, with corrective actions tracked to closure.

S.7.3 Human-Rights Incidents – FY 2025-26

0	0	0	0
Child labour cases	Forced / bonded labour cases	Discrimination complaints	POSH complaints

S.8 SOCIAL DIALOGUE, GRIEVANCE AND WHISTLE-BLOWER PROTECTION

GRI 2-25, 2-26, 402-1 | Linked SDGs: 8, 16

S.8.1 Channels for Dialogue

We keep several channels open for workers to raise concerns, share ideas and engage with management. These include the Safety Committee with worker representation, tool-box talks at the start of each shift, regular shopfloor walk-arounds by management, suggestion boxes at the plant entry and shop floor, and an open-door policy under which any employee can approach HR or management directly.

S.8.2 Formal Grievance Mechanism

Our grievance mechanism is built to be easy to use, confidential and fair, with no retaliation. Grievances can be raised in writing, in person or anonymously through any of these channels:

- The immediate supervisor or department head.
- The Human Resources team – in person, by email or by phone.
- The suggestion / grievance box at the plant entry.
- The POSH Internal Committee for any complaint of sexual harassment.
- The whistle-blower / ethics channel for anonymous reporting of any unethical, unsafe or unlawful conduct.
- Direct access to management for any matter not resolved through the routine channels.

Every grievance is acknowledged within a set time, investigated by a person independent of those involved, and closed with documented corrective action. The outcome is shared with the complainant. Confidentiality and protection from retaliation are guaranteed by policy and supported by follow-up.

S.8.3 Notice on Operational Changes (GRI 402-1)

Major operational changes that can affect workers – such as changes to shifts, layout, technology or structure – are shared with affected workers in advance, with reasonable notice in line with the Industrial Disputes Act 1947. Where needed, we consult worker representatives on how the change will be put in place.

S.8.4 Whistle-blower Protection

Our Whistle-blower Policy lets any employee, contractor, supplier or other stakeholder report – in good faith and on a confidential or anonymous basis – any actual or suspected breach of law, the Code of Conduct, fraud, corruption, harassment, environmental non-compliance or other unethical conduct. Reporters are protected from retaliation or any adverse consequence. Substantiated reports lead to corrective and disciplinary action; good faith reports that turn out to be unproven carry no consequence for the reporter.

S.9 LOCAL COMMUNITIES AND CSR | GRI 413

GRI 413-1, 413-2 | Linked SDGs: 1, 3, 4, 5, 8

S.9.1 Our Community Approach

Our facility is located in the Shapar industrial area near Rajkot, Gujarat. We believe that being a good neighbour is both the right thing to do and important for the long-term success of our business. We treat community engagement as an ongoing relationship, not a one-off activity. Our Corporate Social Responsibility (CSR) priorities are based on local needs – identified through dialogue with the local community, schools and leaders – and are linked to the UN Sustainable Development Goals.

S.9.2 Focus Areas and FY 2025-26 Activities (GRI 413-1)

Focus Area	FY 2025-26 Activity	SDG
Education	Support to local government schools – help with school infrastructure, stationery, learning materials and computer-lab support.	4
Health and Hygiene	Free health check-up and awareness camps for community members; sanitation drives; and menstrual-hygiene awareness for adolescent girls.	3, 6
Skill Development	Basic foundry, machining and fettling skill training for local youth to improve their job prospects in the local industrial cluster.	4, 8
Environment	Tree-plantation drives with the local community; school greening; and environmental-awareness sessions.	13, 15
Women Empowerment	Support for self-help groups, micro-enterprise mentoring and basic financial-literacy sessions for women in nearby villages.	5, 8
Local Hiring and Sourcing	Preference for hiring from nearby villages and Rajkot district where skills match, and for buying selected goods and services from local vendors.	8

SECTION 9

GOVERNANCE

Reported in line with the GRI Universal Standards (GRI 2-9 to 2-27) and GRI 205 (Anti-corruption), and mapped to the United Nations Sustainable Development Goals (SDG 8, 12, 16 and 17).

G.1 OUR APPROACH TO GOVERNANCE

Good governance is the foundation on which our environmental, social and business commitments stand. We believe that a precision casting business cannot create lasting value without capable and accountable Partners, a clear set of policies, zero tolerance for corruption and fraud, safe ways for people to raise concerns, and disciplined compliance with the law. Our governance philosophy is simple: to run the business in a way that is honest, transparent, accountable, lawful and fair to every stakeholder – employees, customers, suppliers, regulators, financiers, the local community and the environment.

This section sets out how Rainbow Technocast is governed, how it manages ethics and risk, and how it stays compliant, for FY 2025-26. The disclosures follow the GRI Universal Standards 2021 (Disclosures 2-9 to 2-27) and GRI 205: Anti-corruption (2016).

UN SDG Links – Governance Pillar

SDG	Goal	How Rainbow Technocast Contributes
SDG 8	Decent Work and Economic Growth	Ethical business conduct and fair dealing with employees, customers and suppliers.
SDG 12	Responsible Consumption and Production	A Supplier Code of Conduct and responsible sourcing that carry our governance standards into the supply chain.
SDG 16	Peace, Justice and Strong Institutions	A zero-tolerance approach to corruption, a clear policy framework, an open whistle-blower channel, and full legal compliance.
SDG 17	Partnerships for the Goals	Constructive engagement with regulators, customers, financiers and the community on shared sustainability goals.

Governance KPI Summary – FY 2025-26

Key Performance Indicator	FY 2025-26	Reported in
Number of confirmed corruption incidents	0	G.7.4
Number of confirmed information security incidents	0	G.9.4
Number of reports through the whistle-blower procedure	0	G.10.2
Workforce trained on business ethics	100%	G.7.3

G.2 GOVERNANCE FRAMEWORK | GRI 2-9, 2-10, 2-11

GRI 2-9, 2-10, 2-11 | Linked SDGs: 8, 16

G.2.1 Three-Tier Governance Structure

Our governance structure has three tiers. This gives strategic oversight, executive accountability and day-to-day implementation, with clear lines of responsibility between each tier. It makes sure that governance, including ESG matters, gets attention at the right level – from the partners to the shop floor.

Tier	Body	Main Role
Tier 1 – Strategic Oversight	Partners	Long-term direction; risk and ESG oversight;
Tier 2 – Executive Accountability	Managing Partner, supported by the	Day-to-day executive accountability;
Tier 3 – Operational Implementation	ESG Steering Committee and Functional	Cross-functional coordination of ESG work;

G.2.2 Composition of the Governing Body (GRI 2-9)

Rainbow Technocast is governed by its Partners, who are collectively responsible for the long-term direction, risk management, legal compliance, ethical conduct and sustainability performance of the Company. The Partners bring together experience in metallurgy, manufacturing, finance and commercial leadership relevant to the investment casting industry. The composition of the governing body as at 31 March 2026 is shown below.

4 Total Partners	50 Women among the Partners (%)
---------------------	------------------------------------

G.2.3 Admission of Partners (GRI 2-10)

As a closely-held, promoter-led partnership firm, partners are admitted in line with the Indian Partnership Act 1932 and the firm’s Partnership Deed. Appointments consider the skills and experience needed to guide a precision manufacturing business – technical, operational, financial and commercial – along with integrity and commitment to the Company’s values. The Partners review the composition of the governing body from time to time and will broaden its skills and diversity as the firm grows.

G.2.4 Leadership of the Governing Body (GRI 2-11)

One of the partners acts as the Managing Partner and leads the firm; the Partners collectively form the highest governance body. This structure suits the firm’s size and ownership (a closely-held, promoter-led business) and is common among comparable mid-sized Indian manufacturers. The Partners are satisfied that this does not weaken oversight, because (i) a structured policy framework limits executive discretion, (ii) executive decisions are reviewed at Partners’ meetings, and (iii) several independent grievance and whistle-blower channels are open to employees and stakeholders. Conflict-of-interest safeguards (Section G.4) apply at all times.



GOVERNING BODY (PARTNERS) COMPOSITION

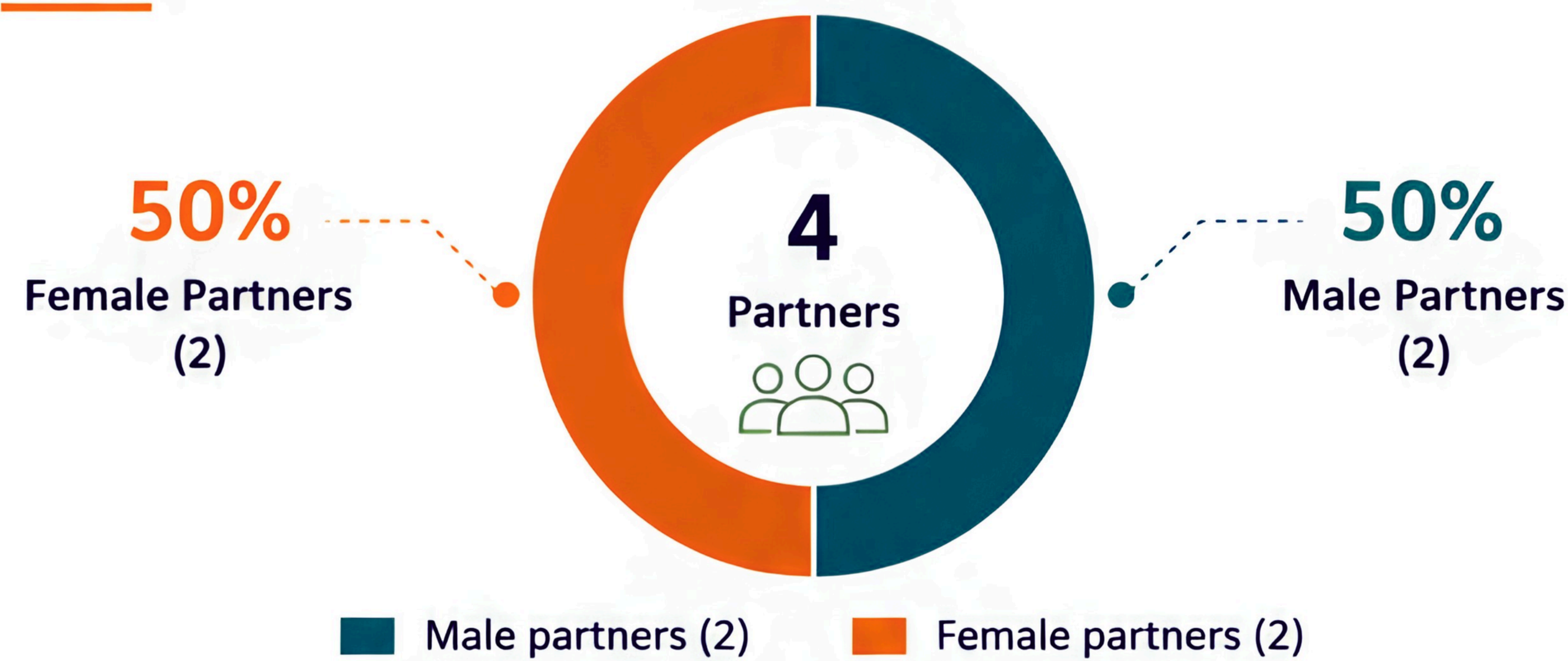


Figure 12. Composition of the governing body (the Partners) by gender.

G.3 GOVERNING-BODY OVERSIGHT OF IMPACTS | GRI 2-12, 2-13, 2-14

GRI 2-12, 2-13, 2-14 | Linked SDGs: 8, 16

G.3.1 Overseeing the Management of Impacts (GRI 2-12)

The Partners oversee how the firm identifies, assesses, prevents and reduces its actual and potential impacts on the economy, the environment and people, including human rights. They do this through periodic Partners’ meetings, where management presents key operational developments, regulatory matters, environmental and safety performance, human-rights matters, and ethics and compliance status. Any serious concern raised through the firm’s grievance channels is escalated to the Partners through the Managing Partner.

G.3.2 Delegation of Responsibility (GRI 2-13)

The Partners delegate day-to-day authority to the Managing Partner, who is supported by the heads of Operations, Quality, Environment Health & Safety (EHS), Human Resources, Finance, Information Technology and Procurement. ESG matters are coordinated by an ESG Steering Committee chaired by the Managing Partner. The Committee reviews ESG progress and reports key updates to the Managing Partner, who in turn updates the Partners. The split of ESG responsibilities across roles is set out in the ESG Responsibility Matrix (Section G.5).

G.3.3 Role of the Partners in Sustainability Reporting (GRI 2-14)

The Partners review and approve the firm’s annual ESG / Sustainability Report, including the list of material topics. The materiality assessment is prepared by the ESG Steering Committee, checked by the senior leadership, and recommended to the Partners. The Partners consider the proposed material topics, the stakeholder inputs and the data, and give their approval before the report is published. The Managing Partner is the executive sponsor accountable for the accuracy and completeness of the report.

G.4 CONFLICTS OF INTEREST | GRI 2-15

GRI 2-15 | Linked SDGs: 16

The Company expects every partner, officer and employee to act in the best interests of the firm and to avoid any situation where personal interest could conflict, or appear to conflict, with their duties. The Code of Conduct requires people to disclose any actual, potential or perceived conflict of interest – for example, a financial interest in a supplier or customer, the engagement of a related party, or an outside role that competes with the Company. Related-party transactions are entered into only on an arm’s-length basis and are approved by the Partners. Partners do not take part in decisions in which they have a personal interest.

G.5 ESG RESPONSIBILITY MATRIX

A clear split of ESG responsibilities makes sure that strategy turns into action. The table below sets out the main ESG responsibilities of each governance body and key role.

Governance Body / Role	ESG Responsibilities
Partners	Approve the ESG policy framework; review the sustainability strategy; oversee climate, environmental and regulatory risk (including CBAM exposure on cast-product exports); review and approve the annual ESG Report; and approve major capital investments with ESG impact (for example renewable-energy capacity, induction-furnace upgrades and effluent-treatment improvements).
Managing Partner	Executive accountability for ESG performance; chair of the ESG Steering Committee; allocation of resources for ESG initiatives; and communication with customers, regulators and financiers on ESG matters.
ESG Steering Committee	Periodic review of ESG KPIs and initiatives; prioritisation of sustainability spending; cross-functional coordination; preparation of management-review inputs; and oversight of materiality and stakeholder engagement.
Head – Operations	Energy and resource efficiency in the melt-shop, shell-room, dewax and finishing areas; yield and scrap reduction; execution of ESG capital projects; and coordination with EHS on operational compliance.
EHS Officer / Manager	Implementation of ISO 14001 (Environment) and ISO 45001 (OHS) practices; hazard identification and risk assessment; incident investigation; pollution-control-board liaison and consent management; and employee and contractor safety training.
HR Manager	Diversity and inclusion; POSH Internal Committee secretariat; training and career development; HR statutory compliance; grievance administration; and human-rights due diligence in employment and contract labour.
Finance & Compliance	ESG-related financial disclosures; CBAM reporting coordination; statutory compliance under the Indian Partnership Act, Factories Act, EPF, ESIC and tax laws; and consolidation of ESG data for reporting.
Procurement / Supply Chain	Supplier Code of Conduct administration; ESG screening of new suppliers; carbon-data exchange with metal vendors for customer CBAM needs; tracking of local sourcing; and supplier audits where needed.
Quality Manager	Implementation and surveillance of ISO 9001 / IATF 16949; response to customer audits; non-conformance management; and integration of quality and sustainability requirements (such as REACH and RoHS).
IT / Information Security Lead	Implementation of the Information Security Policy; user-access management; cyber-security controls; data backup and recovery; data-privacy compliance; and incident response and reporting.
Internal Audit / Compliance	Independent compliance monitoring; inclusion of ESG controls in the audit plan; coordination with external auditors; and reporting of findings to the Partners.

G.6 POLICY FRAMEWORK | GRI 2-23, 2-24

GRI 2-23, 2-24 | Linked SDGs: 8, 12, 16

G.6.1 Policy Commitments (GRI 2-23)

We maintain a documented set of policies that set out our commitments on environment, health and safety, quality, human rights, business ethics, anti-bribery, information security, data privacy, equal opportunity, freedom of association, career development and supply-chain conduct. Policies are approved by the Managing Partner, reviewed at least once a year (or sooner if the law or business changes), and shared with employees through induction, training and notice boards. Policies relevant to suppliers and other stakeholders are made available on request.

Our policies draw on widely respected international standards, including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and its core conventions, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines, the Ten Principles of the UN Global Compact, the GHG Protocol, and the relevant ISO management-system standards (ISO 9001, ISO 14001, ISO 45001 and ISO/IEC 27001 as a target standard).

G.6.2 Our ESG Policies

Rainbow Technocast Policies	
Environmental Policy	Occupational Health & Safety Policy
Quality Policy	Business Ethics Policy / Code of Conduct
Anti-Bribery & Anti-Corruption Policy	Human Rights Policy
Equal Opportunity & Anti-Discrimination Policy	Prevention of Sexual Harassment (POSH) Policy
Freedom of Association & Trade Union Policy	Career Development Policy
Supplier Code of Conduct	Sustainable Procurement Policy
Whistle-blower Policy / Vigil Mechanism	Information Security Policy
Data Privacy Policy	

G.6.3 Embedding Our Policies (GRI 2-24)

We turn our policy commitments into everyday practice through these steps:

- Each policy has a named owner (usually a functional head) who is accountable for putting it into practice and reviewing it.
- High-level commitments are turned into procedures, work instructions and shop-floor controls within our integrated management system.
- New joiners receive induction training on the Code of Conduct, Human Rights Policy, OHS Policy, Environmental Policy, POSH and information-security expectations.
- All employees receive annual refresher training on the Code of Conduct and the Anti-Bribery & AntiCorruption Policy.
- Policy commitments are written into supplier and contractor contracts through the Supplier Code of Conduct.
- Internal audits, customer audits and management reviews check that policies are working and flag gaps for corrective action.



G.7 ETHICS, ANTI-CORRUPTION AND FAIR DEALING | GRI 205

GRI 205-1, 205-2, 205-3 | Linked SDGs: 16

G.7.1 Our Commitment to Ethical Conduct

We have a zero-tolerance approach to bribery, corruption, fraud, anti-competitive behaviour, money laundering, embezzlement, kickbacks, facilitation payments and any unfair dealing with customers, suppliers, public officials, financiers or other third parties. Our Code of Conduct – which applies to every partner, officer, employee, intern and authorised representative – sets the standard on conflicts of interest, gifts and hospitality, facilitation payments, political contributions, donations, confidential information, respectful behaviour, fair competition, honest financial reporting and dealings with public officials.

The Code is supported by the Anti-Bribery and Anti-Corruption Policy, which sets out specific rules and controls – including pre-approval for gifts and hospitality above a set limit, a total ban on facilitation payments, and a requirement to keep accurate and complete books and records.

G.7.2 Operations Assessed for Corruption Risk (GRI 205-1)

We have assessed our operations for corruption risk, covering 100% of operations at our investment casting facility near Rajkot. The assessment looks at the usual corruption-risk areas for a small-to-mid-sized Indian manufacturer: dealings with regulatory officials during inspections and consents; dealings with public-sector customers; procurement involving sole-source or high-value suppliers; gifts and hospitality; facilitation payments at logistics and customs points; and hiring or contracting that involves related parties.

Given our operating profile – mainly private-sector and export customers, transparent procurement, a formal regulatory consent regime, and no dependence on government procurement – we assess the remaining corruption risk as low. The risk areas we identified are managed through the controls described in this section.

G.7.3 Communication and Training on Anti-Corruption (GRI 205-2)

The table below shows our anti-corruption and business-ethics communication and training coverage.

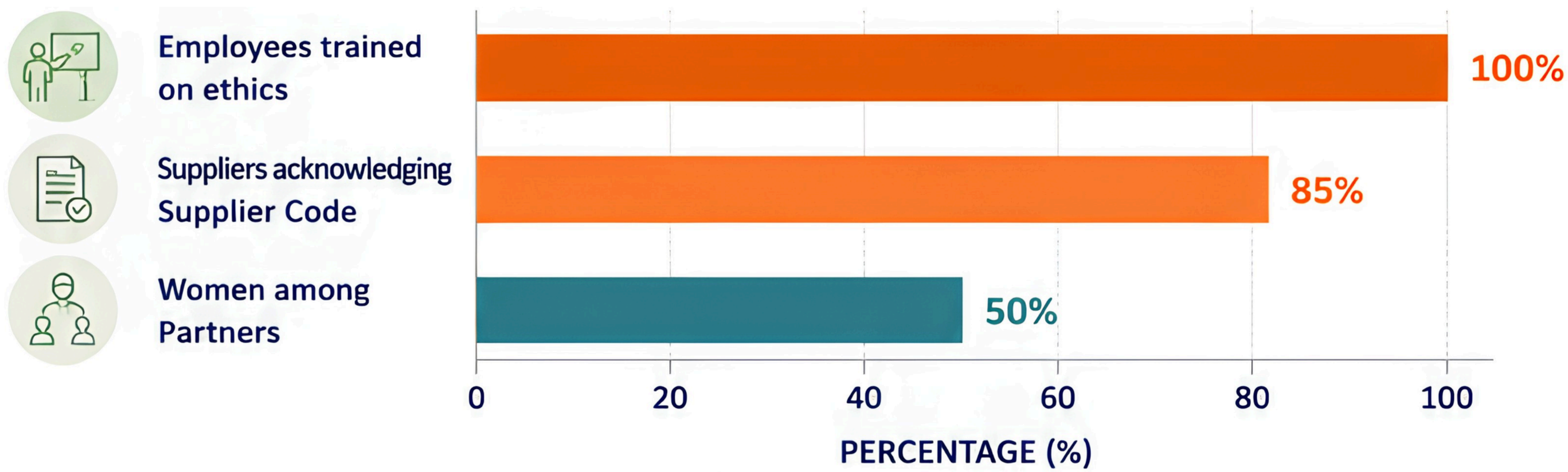
Communication & Training Indicator	Unit	FY 2024-25	FY 2025-26
Partners informed of the anti-corruption policy	%	100	100
Partners trained on anti-corruption	%	100	100
Employees informed of the business-ethics / anti-corruption policy	%	100	100
Workforce trained on business ethics / anti-corruption	%	100	100
Critical suppliers informed of the policy (via Supplier Code of Conduct)	%	0	85%

G.7.4 Confirmed Incidents of Corruption (GRI 205-3)

0	0	0	0
Confirmed corruption incidents	Employees disciplined / dismissed for corruption	Contracts ended for corruption	Public legal cases (corruption)



GOVERNANCE PERFORMANCE — FY 2025-26
(0 corruption · 0 data-security · 0 whistle-blower incidents)



G.8 FAIR COMPETITION, FRAUD PREVENTION AND ANTI-MONEY-LAUNDERING

Linked SDGs: 8, 16

G.8.1 Fair Competition

We compete fairly, lawfully and ethically. Employees, agents and authorised representatives must not take part in any conduct that breaks competition law in the markets where our products are sold. Banned conduct includes price fixing or coordination with competitors, sharing or dividing markets or customers, bid rigging, abuse of a dominant position, and exchanging competitively sensitive information with competitors. The Code of Conduct covers these rules, and senior commercial staff receive periodic training. The number of legal actions for anticompetitive behaviour in FY 2025-26 was nil (target: zero).

G.8.2 Fraud Prevention and Detection

Our fraud-risk framework covers both internal fraud (asset misuse, false records, false claims) and external fraud (vendor fraud, payment fraud, cyber-enabled fraud). Preventive and detective controls include segregation of duties between who starts, approves, records and pays a transaction; multi-level approval limits for procurement and payments; regular reconciliation of cash, stock and receivables; vendor due diligence before onboarding; controls over master-data changes such as vendor bank accounts; the cyber-security controls in Section G.9; and a confidential whistle-blower channel for reporting suspected fraud. Any substantiated fraud, of any value, is investigated, reported to the Managing Partner and the Partners, and addressed through both consequence management and stronger controls. The number of substantiated material fraud incidents in FY 2025-26 was nil (target: zero).

G.8.3 Anti-Money-Laundering and Confidential Information

We deal only with legitimate, properly documented business partners, and we keep accurate financial records. Although the firm is currently closely-held and unlisted, the partners and employees who have access to confidential commercial information (such as customer pricing or financial results) are bound by the confidentiality duties of the Code of Conduct and by contractual non-disclosure obligations.



G.9 INFORMATION SECURITY AND DATA PRIVACY

Linked SDGs: 9, 16

G.9.1 Information Security Policy and Programme

As we make more use of digital systems in manufacturing, commercial and back-office work, we take responsibility for protecting the confidentiality, integrity and availability of customer information, employee personal data, design and engineering data, financial information and operational systems. Our Information Security Policy sets out the governance framework, roles and responsibilities, and the minimum technical and procedural controls applied across our digital estate. The policy is aligned with the principles of ISO/IEC 27001, which we are evaluating as a medium-term certification target.

G.9.2 Information Security Controls

- User access management – unique user IDs, role-based access, periodic access reviews, and prompt removal of access when someone leaves.
- Strong authentication – an enforced password policy and multi-factor authentication for remote and privileged access where applicable.
- Endpoint protection – anti-malware on all workstations and servers, centrally managed and kept up to date.
- Network security – a perimeter firewall, segmentation between office IT and operational technology where applicable, and secure remote access through VPN.
- Email security – spam, phishing and malware filtering, and sender-authentication checks where applicable.
- Data backup and recovery – regular automated backups, off-site copies, and periodic restore tests.
- Patch management – timely security patching of operating systems, applications and firmware on critical assets.
- Physical security – controlled access to the server room and IT areas, with UPS and fire detection.
- Incident management – a documented procedure to detect, report, contain and recover from cyber-security incidents.
- Awareness and training – periodic information-security awareness sessions for all employees, covering phishing and password hygiene.

G.9.3 Data Privacy

We collect and use the personal data of employees, customers, suppliers and visitors only for clear, legitimate business reasons, in line with the Digital Personal Data Protection (DPDP) Act 2023 of India and, for personal data of people in the European Union, the GDPR where it applies. We follow the principles of lawful and fair processing, purpose limitation, data minimisation, accuracy, storage limitation, confidentiality and accountability. Our Data Privacy Policy sets out the rights of individuals (access, correction, erasure and grievance redressal) and how to use them.

G.9.4 Information Security Performance

Information Security Indicator	Unit	FY 2024-25	FY 2025-26
Number of confirmed information security incidents	No.	0	0
Personal-data breaches reported to authorities / individuals	No.	0	0
Employees completing information-security awareness training	%	100	100



G.10 GRIEVANCE AND WHISTLE-BLOWER MECHANISM | GRI 2-25, 2-26

GRI 2-25, 2-26 | Linked SDGs: 8, 16

G.10.1 Putting Things Right (GRI 2-25)

We accept that, even with good controls, our operations or business relationships could sometimes cause negative impacts on people, communities or the environment. Our remediation approach provides for (i) prompt acknowledgement of the concern; (ii) a fair investigation by a person independent of those involved; (iii) finding the root cause; (iv) a suitable remedy – such as a process change, training, disciplinary action, restitution, an apology, or where relevant, compensation; (v) preventive action to stop it happening again; and (vi) telling the complainant the outcome. Serious matters are escalated to the Partners through the Managing Partner.

G.10.2 Ways to Raise a Concern (GRI 2-26)

We run a confidential, multi-channel grievance and whistle-blower mechanism, open to all employees (permanent and contract), suppliers, customers, community members and other stakeholders. Concerns can be raised through any of these channels: • The immediate supervisor or department head – for routine workplace matters.

- The Human Resources team – in person, by email or by phone.
- The EHS Manager – for safety, environmental and health concerns.
- Suggestion / grievance boxes at the plant entry and shop floor.
- The POSH Internal Committee – for any complaint of sexual harassment.
- The whistle-blower / ethics email channel – for confidential or anonymous reporting of unethical, fraudulent, corrupt, unsafe or unlawful conduct.
- Direct access to the Managing Partner – for matters not resolved through routine channels, or matters concerning senior management.

All concerns are logged in a confidential register held by HR / Compliance, with need-to-know access only. We protect confidentiality and do not disclose the identity of a good-faith complainant beyond the investigating party, except where the law requires it. Retaliation against anyone who raises a concern in good faith is strictly banned and is itself a breach of the Code of Conduct. Concerns are investigated within set timelines and outcomes are shared with the complainant.

Whistle-blower / Grievance Indicator	FY 2025-26
Number of reports received through the whistle-blower procedure	0
Reports substantiated after investigation	Not applicable
Reports resolved and closed within the committed time	Not applicable

G.10.3 Communication of Critical Concerns (GRI 2-16)

Critical concerns – matters that could have a serious impact on people, the environment, compliance or the business – are escalated to the Partners through the Managing Partner. The Partners are informed of the number and nature of such concerns and the actions taken to address them.

G.11 COMPLIANCE WITH LAWS AND REGULATIONS | GRI 2-27

GRI 2-27 | Linked SDGs: 16

We comply with all laws and regulations that apply to our business. We maintain the consents and authorisations needed to operate, including the Gujarat Pollution Control Board (GPCB) Consent to Operate under the Water Act 1974 and the Air Act 1981, and the authorisation under the Hazardous and Other Wastes Rules 2016.

N.A	N.A.	Maintained	0
Significant monetary fines	Non-monetary sanctions	GPCB Consent to Operate	Enforcement actions

G.12 SUSTAINABLE AND RESPONSIBLE PROCUREMENT

Linked SDGs: 8, 12, 17

Our environmental and social footprint reaches into our supply chain, so responsible procurement is an important part of our governance. The Supplier Code of Conduct – shared with our material-category suppliers – sets out our expectations on environmental performance, health and safety, human rights, labour practices, business ethics, anti-corruption, information security and conflict of interest.

G.12.1 Supplier Code of Conduct – Core Expectations

- Compliance with all applicable laws and regulations where the supplier operates.
- A ban on child labour and forced / compulsory labour, in line with the ILO core conventions.
- Respect for freedom of association and collective bargaining.
- Non-discrimination and equal opportunity in employment.
- Safe and healthy working conditions for the supplier’s workforce.
- Payment of statutory wages and compliance with working-hours rules.
- Sound environmental management, including control of emissions, effluents and waste.
- Zero tolerance for bribery, corruption and unethical commercial conduct.
- Protection of confidential information shared by the Company.

G.12.2 Procurement Practices

- Supplier onboarding due diligence – KYC, statutory documents, capability assessment and Code-of-Conduct acknowledgement.
- Preference for local sourcing from within Rajkot district / Gujarat where quality and commercial criteria are met.
- Engagement with metal and ferro-alloy suppliers on carbon-intensity data to support customer CBAM reporting.
- Periodic supplier performance review covering quality, delivery and, increasingly, ESG performance.

G.12.3 Procurement Performance

Procurement Indicator	Unit	FY 2024-25	FY 2025-26
Critical suppliers acknowledging the Supplier Code of Conduct	%	0	85
Local sourcing share (Rajkot / Gujarat suppliers)	%	100	100
Confirmed supplier non-conformances on ESG criteria	No.	-	2



G.13 GOVERNANCE TARGETS

Linked SDGs: 8, 12, 16, 17

We have set short-, medium- and long-term governance targets in line with the GRI Universal Standards and the relevant UN SDGs. Progress will be tracked every year and reported in future ESG reports. FY 2025-26 is the baseline year.

Focus Area	KPI	Baseline	Target	Horizon
Anti-Corruption	Confirmed corruption incidents	0	Zero	Continuous
Ethics Training	Workforce trained on business ethics	100%	100%	Short term
Information Security	Confirmed information security incidents	0	Zero	Continuous
Information Security	ISO/IEC 27001 certification	Not certified	Certified	FY 2028-29
Supplier Governance	Critical suppliers acknowledging the Supplier Code	85%	100%	Short term
Data Privacy	Personal-data breaches reported	0	Zero	Continuous
Compliance	Significant fines and enforcement actions	0	Zero	Continuous

Closing remark – Governance pillar. Rainbow Technocast enters FY 2025-26 with a three-tier governance structure that runs from the Partners to the shop floor, a comprehensive ESG policy framework, an open and confidential whistle-blower mechanism, and a clear set of governance targets. Our aim across every governance KPI – confirmed corruption incidents, information security incidents, whistle-blower outcomes, fines and enforcement actions – is zero, supported by 100% workforce coverage on business-ethics training. The medium-term goal of ISO/IEC 27001 certification and full supplier acknowledgement of our Supplier Code of Conduct sets the agenda for the next phase of our governance journey.

SECTION 10

GRI CONTENT INDEX

Statement of use: Rainbow Technocast has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021.

GRI Disclosure	Disclosure Title	Location in Report
GRI 2-1	Organizational details	Company Profile – 3.1
GRI 2-2	Entities included in the sustainability reporting	About the Report – 1.2
GRI 2-3	Reporting period, frequency and contact point	About the Report – 1.2, 1.6
GRI 2-4	Restatements of information	About the Report – 1.5
GRI 2-5	External assurance	About the Report – 1.3
GRI 2-6	Activities, value chain and other business relationships	Company Profile – 3.2, 3.3, 3.4
GRI 2-7	Employees	Company Profile – 3.6; Social – S.2.1
GRI 2-8	Workers who are not employees	Social – S.2, S.3
GRI 2-9	Governance structure and composition	Governance – G.2.1, G.2.2
GRI 2-10	Nomination and selection of the highest governance body	Governance – G.2.3
GRI 2-11	Chair of the highest governance body	Governance – G.2.4
GRI 2-12	Role of the highest governance body in overseeing impacts	Governance – G.3.1
GRI 2-13	Delegation of responsibility for managing impacts	Governance – G.3.2
GRI 2-14	Role of the highest governance body in sustainability reporting	Governance – G.3.3
GRI 2-15	Conflicts of interest	Governance – G.4
GRI 2-16	Communication of critical concerns	Governance – G.10.3
GRI 2-22	Statement on sustainable development strategy	Message from Leadership – 2
GRI 2-23	Policy commitments	Governance – G.6.1
GRI 2-24	Embedding policy commitments	Governance – G.6.3
GRI 2-25	Processes to remediate negative impacts	Governance – G.10.1; Social – S.8
GRI 2-26	Mechanisms for seeking advice and raising concerns	Governance – G.10.2; Social – S.8.2

GRI Disclosure	Disclosure Title	Location in Report
GRI 2-27	Compliance with laws and regulations	Governance – G.11
GRI 2-29	Approach to stakeholder engagement	Materiality & Stakeholder Engagement – 5.2
GRI 2-30	Collective bargaining agreements	Social – S.7.1
GRI 3-1	Process to determine material topics	Materiality & Stakeholder Engagement – 5.3
GRI 3-2	List of material topics	Materiality & Stakeholder Engagement – 5.4, 5.5
GRI 3-3	Management of material topics	Addressed within each topic section (E, S and G)
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Climate Change – 6.1 to 6.4
GRI 205-1	Operations assessed for risks related to corruption	Governance – G.7.2
GRI 205-2	Communication and training about anti-corruption policies and procedures	Governance – G.7.3
GRI 205-3	Confirmed incidents of corruption and actions taken	Governance – G.7.4
GRI 301-1	Materials used by weight or volume	Environmental – E.8.1
GRI 301-2	Recycled input materials used	Environmental – E.8.1
GRI 301-3	Reclaimed products and their packaging materials	Environmental – E.8.2
GRI 302-1	Energy consumption within the organization	Environmental – E.2
GRI 302-3	Energy intensity	Environmental – E.2
GRI 302-4	Reduction of energy consumption	Environmental – E.2, E.9
GRI 303-1	Interactions with water as a shared resource	Environmental – E.6
GRI 303-2	Management of water discharge-related impacts	Environmental – E.6
GRI 303-5	Water consumption	Environmental – E.6
GRI 305-1	Direct (Scope 1) GHG emissions	Environmental – E.4
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Environmental – E.4
GRI 305-4	GHG emissions intensity	Environmental – E.4
GRI 305-5	Reduction of GHG emissions	Environmental – E.3
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Environmental – E.5
GRI 306-1	Waste generation and significant waste-related impacts	Environmental – E.7
GRI 306-2	Management of significant waste-related impacts	Environmental – E.7
GRI 306-3	Waste generated	Environmental – E.7

GRI Disclosure	Disclosure Title	Location in Report
GRI 306-4	Waste diverted from disposal	Environmental – E.7, E.8
GRI 306-5	Waste directed to disposal	Environmental – E.7
GRI 401-1	New employee hires and employee turnover	Social – S.2
GRI 401-2	Benefits provided to full-time employees	Social – S.3.1
GRI 401-3	Parental leave	Social – S.3.3
GRI 402-1	Minimum notice periods regarding operational changes	Social – S.8.3
GRI 403-1	Occupational health and safety management system	Social – S.4.1
GRI 403-2	Hazard identification, risk assessment and incident investigation	Social – S.4.2
GRI 403-3	Occupational health services	Social – S.4.4
GRI 403-4	Worker participation, consultation and communication on OHS	Social – S.4.5
GRI 403-5	Worker training on occupational health and safety	Social – S.4.6
GRI 403-6	Promotion of worker health	Social – S.4.7
GRI 403-9	Work-related injuries	Social – S.4.8
GRI 404-1	Average hours of training per year per employee	Social – S.5.3
GRI 404-2	Programs for upgrading employee skills and transition assistance	Social – S.5.4
GRI 404-3	Employees receiving regular performance and career development reviews	Social – S.5.5
GRI 405-1	Diversity of governance bodies and employees	Social – S.6.2; Governance – G.2.2
GRI 405-2	Ratio of basic salary and remuneration of women to men	Social – S.6.3
GRI 406-1	Incidents of discrimination and corrective actions taken	Social – S.6.6
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social – S.7.1
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Social – S.7.1
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social – S.7.1
GRI 413-1	Operations with local community engagement, impact assessments and development programs	Social – S.9.2
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Social – S.9



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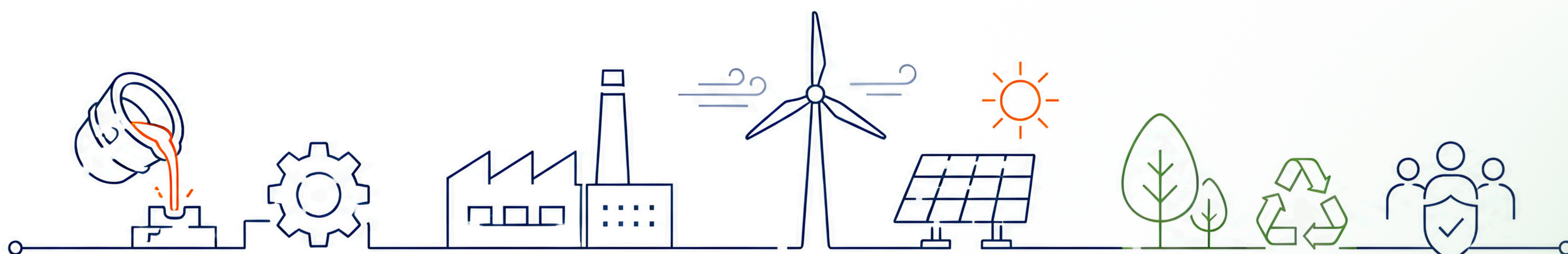
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About GreenMinds India

GreenMinds India is a professionally dedicated sustainability consulting firm providing comprehensive ESG, Carbon Accounting, EHS, and Climate Action services to industries across India. Our team comprises qualified ESG specialists and sustainability professionals with strong academic backgrounds in environmental engineering, climate change, and sustainable development, along with certified experts in GHG accounting, LCA, and global ESG reporting frameworks. We support organizations in ESG reporting and assessment (GRI, BRSR, EcoVadis), carbon footprint assessment (ISO 14064, GHG Protocol), decarbonization and net-zero planning, sustainability policy development, supply chain ESG assessments, and environmental compliance. Through capacity building and sustainability audits, we help companies strengthen their governance, enhance transparency, and integrate responsible practices into their operations. GreenMinds India remains committed to empowering businesses to grow sustainably while meeting global expectations for accountability and climate action.



RAINBOW TECHNOCAST

TOGETHER,
we're building a more
sustainable tomorrow.

