



Business Responsibility and Sustainability Report

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	U72900DL2011PLC225614	
2.	Name of the Listed Entity	Shiprocket Limited	
3.	Year of incorporation	2011	
4.	Registered office address	Plot No. B, Khasra No. 360, Sultanpur, New Delhi - 110 030	
5.	Corporate address	Plot 416, Sector 20, Udyog Vihar Phase-3, Gurugram - 122 002	
6.	Email	Company.secretary@shiprocket.com	
7.	Telephone	+91 8744868534	
8.	Website	www.shiprocket.in	
9.	Financial year for which reporting is being done	FY 2025-26	
10.	Name of the Stock Exchange(s) where shares are listed	Name of the Exchange*	Stock Code
		BSE Limited	544871
		National Stock Exchange of India Limited	SHIPROCKET
		*With effect from August 19, 2026	
11.	Paid-up Capital	Rs. 6,36,27,83,840	
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Nikhil Kumar Company Secretary & Compliance Officer Email ID: companysecretary@shiprocket.com Tel: +91 8744868534	
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis	
14.	Name of assessment or assurance provided	Not Applicable	
15.	Type of assessment or assurance obtained	Not Applicable	

Note:

- The numbers have been rationalized, wherever required.
- We/the Company are used interchangeably in the report to denote Shiprocket Limited.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Information and communication	Computer programming, consultancy and related activities	100%

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

S. No.	Product/Service	NIC Code	% of Turnover contributed
1.	Other Information Technology and Computer Service activities	62099	100%

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

Location	Number of plants*	Number of offices**	Total
National	13	9	22
International	Nil	Nil	Nil

*The number of plants mentioned above denotes the number of warehouses.

**Includes corporate office, registered office and regional offices

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

Locations	Number
National (No. of States and UTs)	Pan India
International (No. of Countries)	146 countries excluding India

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

0.18%

c. A brief on types of customers:

Shiprocket Limited provides comprehensive logistics, fulfillment, and technology-driven solutions to Indian retailers, ecommerce sellers, and enterprises operating in the B2B services space.

IV. Employees**20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,120	889	79.37	231	20.63
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)	1,120	889	79.37	231	20.63
Workers						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	2,578	1,757	68.15	821	31.85
6.	Total workers (F + G)	2,578	1,757	68.15	821	31.85

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	NIL				
2.	Other than permanent (E)					
3.	Total differently abled employees (D + E)					
Differently abled Workers						
4.	Permanent (F)	NIL				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

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21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel*	3	1	33.33%

*KMPs consist of the MD & CEO, CFO and the CS. The MD & CEO is also a part of the Board.

22. Turnover rate for permanent employees and workers (in percent)

Particular	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	53.32	58.36	54.35	16.11	19.01	17.56	35.82	38.75	37.29
Permanent workers	Not Applicable								

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Shiprocket Omuni Private Limited	Subsidiary	100%	No
2.	Pickrr Technologies Private Limited	Subsidiary	100%	No
3.	Shiprocket Merchant App Private Limited	Subsidiary	100%	No
4.	Shiprocket Inc.	Subsidiary	100%	No
5.	Shiprocket Pte. Limited	Subsidiary	100%	No
6.	Logitrust Freight Services Private Limited	Subsidiary	100%	No
7.	Shiprocket DMCC	Step-Down Subsidiary	100%	No
8.	Logibricks Technologies Private Limited	Associate Company	28%	No

VI. CSR Details

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

(ii) Turnover (in Rs.) – Not Applicable

(iii) Net worth (in Rs.) – Not Applicable

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The Company offers easy avenues for communities to voice and address their grievances. Any concerns can be raised by emailing the Company directly at the email address listed under the "Contact Us" section on the Company's website, or at the warehouse. Communities in the vicinity of the warehouses can also file written complaints with the warehouse where their concerns are reviewed and responded to in a timely manner.	Nil	Nil	NA	Nil	Nil	NA



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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes. Contact Shiprocket: Get Support & Answers to Your Questions - https://www.shiprocket.in/contact/	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes. Contact Shiprocket: Get Support & Answers to Your Questions- https://www.shiprocket.in/contact/	Nil	Nil	NA	Nil	Nil	NA
Employees and workers	Yes, the policy is available on the Company's Portal.	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes, customers can address their grievances through the given link: https://www.shiprocket.in/contact/	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes. The Company has put in place a direct channel for value chain partners to voice and discuss their grievances. This will allow for timely communication and facilitate transparent and responsive communication with value chain partners.	Nil	Nil	NA	Nil	Nil	NA

26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications¹

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Labor Practices	Opportunity	The Company's engagement with independent contractors for courier services presents an opportunity to strengthen its workforce management practices and build a more resilient, compliant delivery network. By proactively formalizing contractor agreements, ensuring fair wage practices, and providing clarity on statutory benefits and entitlements, the Company can reduce the likelihood of misclassification claims and wage disputes while enhancing contractor satisfaction and retention. Investing in transparent onboarding processes, grievance redressal mechanisms, and regular compliance audits allows the Company to stay ahead of evolving labour regulations and set industry benchmarks for fair labor practices in the gig and logistics ecosystem.	NA	Positive

¹Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/on> September 23, 2025 at 11:10 IST

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Workforce Health and Safety	Risk	The nature of the Company's operations may expose workers to risks that relate to their health and safety in the workplace such as manual handling, ergonomic risk, slips and falls, repetitive strain and other occupational health and safety risks. Long hours at the computer, sitting at work and stress at work are also hazards for office-based workers. If inadequately managed, such risks could result in employee injuries, reduced productivity, increased healthcare and insurance costs, and reputational implications. Implementing the right ergonomic solutions, employee wellness programs, and regular safety training and emergency preparedness can help reduce these risks and create a safe, healthy, and productive workplace.	The Company places the utmost importance on the health, safety and well-being of employees and workers. Provisions are incorporated in the Code of Conduct, and reinforced by the HSE Policy which is followed by most of the Indian operations and followed by similar processes elsewhere. Ergonomic, mental and emotional health, lifestyle-related risks and overall wellness are the main interventions, with the assistance of occupational health centres, telemedicine consultations and medical insurance. A structured hazard identification and risk management system will enable risk to be identified proactively for existing and new activities, review of incidents on a quarterly basis and prioritization of hazardous conditions for control or elimination. There is a clear reporting system within the Company where employees can report safety concerns, and a clear process in place for non-occupational medical services to be provided on-site or through a relationship with reputable providers. The Company's commitment to a safe and healthy working environment is further reinforced through regular workshops, awareness sessions and well-being programs.	Negative. There were no negative financial implications in FY 2025-26.
3	Accident and Safety Management	Risk	The Company's transportation and warehouse operations are susceptible to potential safety hazards from equipment failure, operational inadequacies and human error. The incidents may lead to injury of employees or third parties, damage to assets, disruption of operations, regulatory or legal consequences and have a negative impact on the Company's reputation. The Company should ensure that it has strong safety procedures and practice them at all of its sites to reduce these risks. To complement the above measures, regular safety monitoring, preventive maintenance, employee training and compliance with safety standards will continue to assist in accident prevention, reduce operational downtime and protect employee and stakeholder interests.	The Company implements a variety of accident prevention and preparation measures to reduce the risk and severity of any possible accidents. Regular fire safety training, fire drills, internal alerts and communication procedures are held in all facilities to ensure preparedness for emergencies. First aid facilities and medical rooms are present at all sites, thereby improving the ability to respond immediately. Regularly, the risks associated with logistics operations, utilities and staff travel are assessed, lessons learned from previous incidents are taken on board and staff are involved in risk assessments. The Company ensures high safety standards, which are incorporated within the continuous improvement process of accident preparedness, thereby reducing the regulatory, reputational, financial risk and protecting its workforce as well as ensuring operational continuity.	Negative. There were no negative financial implications in FY 2025-26.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Supply Chain Management	Risk	The Company's extensive third-party logistics and warehousing service provider network in different modes of transport creates compliance, environmental, social and service continuity risks. Breaches by service providers of contractual, regulatory, and responsible business requirements may lead to service disruptions, customer dissatisfaction, reputational issues, and operational inefficiencies. The Company may experience supply chain disruptions due to geopolitical events, natural disasters or other vendor-related issues that negatively affect business continuity and financial results. Therefore, strengthening third-party governance, regular monitoring and performance evaluations, and maintaining suitable business continuity and contingency plans are important steps to improve the resilience of the supply chain and manage related risks.	The Company mitigates supply chain risks arising from its extensive network of third-party logistics and warehousing partners through a structured vendor governance framework that includes robust due diligence, contractual safeguards, and compliance clauses covering regulatory, environmental, and social responsibility requirements.	Negative. There were no negative financial implications in FY 2025-26.
5	Greenhouse Gas (GHG) Emissions Management	Risk	Greenhouse gas emissions from fuel usage related to air and road freight transport can rise and create future regulatory obligations for the Company in respect of carbon emissions.	The Company measures and monitors its Scope 1, 2, and 3 emissions in line with GHG Protocol standards, and is progressively shifting volumes toward lower-emission transport modes where feasible.	Negative. There were no negative financial implications in FY 2025-26.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	The Company has a well-defined policy approval process in which policies are reviewed and approved by the relevant authority, depending on the nature, scope and relevance of the policy. The approving authority can be the Board of Directors, a Board Committee or the respective Functional Head depending on the policy. This way, policies are under proper supervision and approved in line with the Company's governance structure.								
c. Web link of the policies, if available	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes								

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
S. No.	Name of policy	Link to policy					Which Principles each policies goes into			
1.	Code of practices and procedures for fair disclosure of unpublished price sensitive information	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1			
2.	Policy and procedure for enquiry in case of leak/suspected leak of unpublished price sensitive information	Intranet					P1			
3.	Code of conduct for the Board members, key managerial personnel and senior management	Intranet					P1			
4.	Policy on diversity of Board of Directors	Intranet					P1			
5.	Policy on determining material subsidiaries	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1			
6.	Policy on materiality of related party transactions and dealing with related party transactions	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1, P7			
7.	Archival Policy	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1			
8.	Policy on determination of materiality of events and information for disclosures	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1, P4, P7			
9.	Nomination and Remuneration Policy	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1, P5			
10.	Familiarization program for independent Directors	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1			
11.	Policy on evaluation of the performance of the Board of Directors	Intranet					P1			
12.	Dividend Distribution Policy	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1, P4			
13.	Corporate Social Responsibility Policy	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P4, P8			
14.	Vigil Mechanism/Whistle Blower Policy	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1, P5			
15.	Policy on prevention, prohibition and redressal of sexual harassment (POSH) at workplace	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P5			
16.	Privacy Policy	https://www.shiprocket.in/privacy-policy/					P9			
17.	Anti-Bribery and Anti-Corruption Policy	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1, P7			

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
S. No.	Name of policy	Link to policy					Which Principles each policies goes into			
18.	Human Rights Policy	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P3, P5			
19.	Code of Business Conduct	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1, P3			
20.	Grievance Redressal Policy	Intranet					P3, P5			
21.	Risk Management Policy	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P2, P6			
22.	Terms and Conditions of Appointment of Independent Director	https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes					P1			
23.	ESG Charter	Intranet					P6			
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	The POSH Policy (P5) also extends to value chain partners.								
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	1. ISO 27001:2022 (P9) 2. SOC Type II Audit (P9)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are dedicated to the principle of upholding the highest standards of Ethics, Business Sustainability, Employee Health and Well-being, Stakeholder Satisfaction, Human Rights, Environmental Responsibility, Public and Regulatory Policy, Corporate Social Responsibility and Consumer Satisfaction. Specific targets and performance indicators have not been established for all these principles, but we are still working on improving processes and initiatives that reflect these commitments. A number of activities were carried out throughout the year to improve employee engagement and well-being. These are recognition platforms, succession planning, employee engagement surveys, identification of training needs at individual level, and a training calendar of the month. The monthly newsletter, success bash, privilege corner, Great Place to Work certification and engagement efforts for employees' families all helped to create an engaged, inclusive workplace. Corporate governance continues to be at the heart of our business conduct and we give ongoing attention to transparency, accountability and ethical practice. The Company has implemented a Human Rights Policy, along with the POSH Policy, to enhance our human rights practices and continue to foster a classless, inclusive and non-discriminatory workplace. In addition, the Company is actively involved in chambers and associations, interacting with industry peers and stakeholders to stay current with industry policies and standards. There are procedures in place to receive, review and resolve consumer complaints in a timely manner to ensure consumer satisfaction and stakeholder trust.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Governance, leadership and oversight

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

We believe that sustainable growth will only be realized when we make environmental, social and governance issues a part of our processes at Shiprocket Limited. We are dedicated to sustainable practices in our operations, from resilient supply chains to managing disruption, and prioritizing the health, safety and well-being of our employees in warehouses and offices. Our systems for risk management, stakeholder engagement and compliance are strengthened which ensure that our business is contributing positively to the communities we serve in addition to maintaining operational excellence. We are committed to accountability, innovation and inclusiveness as our principles on our ESG journey. These commitments are not just about compliance with regulatory requirements, but also integral to long-term value creation, whether it's minimizing our environmental impact, promoting a culture of safety and wellness in the workplace or adopting the best practices in governance. Moving forward, we continue our efforts to improve our ESG programs and ensure that they carry sustainable impact and value creation for all our stakeholders.

Saahil Goel

MD & CEO

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The ESG Committee of the Board serves as the highest governing body overseeing business responsibility matters and monitoring the Company's progress on ESG initiatives.

9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.

Yes. The ESG Committee is responsible for decision making on sustainability-related issues. The members of the committee as on March 31, 2026 are:

Saahil Goel - Chairman

Tanmay Kumar - Member

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (annually/half-yearly/quarterly/any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	Unless otherwise stated in the Policy, the Board approves the Policy, which is then reviewed by the Board of Directors and/or Committee(s) of the Board and/or the respective Functional Heads, as applicable, on a regular basis.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board of Directors and relevant Board Committees monitor the implementation of the requirements of the applicable legislation from time to time and act or recommend as necessary to correct the situation.																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Y	Y	Y	Y	Y	Y	Y	Y	Y
Dhir & Dhir Associates, a leading law firm, carried out a comprehensive review to evaluate the implementation and effectiveness of the policies outlined in this section.									

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

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

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	The Company familiarizes Directors on their duties, powers and responsibilities, industry trends, business model, legal and regulatory updates and responsible public advocacy.	100.00
Key Managerial Personnel	3	POSH, Code of Business Conduct (COBC)	100.00
Employees other than BoD and KMPs	7	POSH, 5S (Warehouse Process), COBC, Security and Privacy, Culture Code, Pacesetter (Business Trainings), AI Training	100.00
Workers	6	Sales, Key Account manager Process, Seller Panel, ICRM, VAS, POSH	100.00

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs.)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Directors/KMPs have not been subjected to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
Settlement					
Compounding fee					
Non-Monetary					
Imprisonment	Directors/KMPs have not been subjected to fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

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

Yes, the Company's Code of Business Conduct is in compliance with all applicable laws and regulations, covering anti-bribery, anti-corruption, and the ethical management of conflicts of interest. The Company also has a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy that outlines specific requirements and guidelines related to ABAC. The Code of Conduct and ABAC Policy are accessible at <https://www.shiprocket.in/investor-relations/corporate-governance/#policies-and-codes>

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

	FY 2025-26	FY 2024-25
Directors	During the reporting period, there have been no reports of any law enforcement action against the Company's Directors, KMPs, employees or workers for any act of bribery or corruption.	
KMPs		
Employees		
Workers		

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

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

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

Not Applicable

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	62	68

9. Open-ness of Business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases and made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of sales	a. Sales to dealers/distributors as % of total sales	0	0
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	11.05%	5.45%
	b. Sales (Sales to related parties/Total sales)	1.31%	1.22%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	20.17%	19.54%
	d. Investments (Investments in related parties/Total investments made)	86%	78%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Leadership Indicators

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

Total number of awareness programs held	Topic/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
729	At the time of on-boarding any vendor, we conduct training sessions to familiarize them with the portal and related processes.	100%

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

Yes, the Company takes annual disclosures from Board of Directors regarding the entities they are interested in, to determine any Conflict of Interest.

Further, the Company's Related Party Transactions Policy defines the process and procedures to identifying and managing conflicts of interests involving members of the Board. The policy explains on the guidance and mechanism in place for Board members to address potential conflict of interests that may arise in certain business transactions. Before entering into any transaction with a Related Party of a Board member, the Company ensures that the Audit Committee approval is taken. Where any Director is interested in any contract or arrangement with a Related Party, the Director shall not participate during discussions on the subject matter of the resolution relating to such contract or arrangement.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of Improvements in environmental and social impacts
R&D	Nil	Nil	Not Applicable
Capex			

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

The Company promotes sustainable sourcing through third parties that are in line with the relevant ESG principles. The Company currently does not have a formal sustainable sourcing procedure in place, but is seeking ways to improve its responsible sourcing practices throughout the value chain.

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

The Company currently does not quantify this data.

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

There are not many opportunities to reuse or recycle products, considering the nature of the Company's business. But for various categories of waste the following practices are done:

- Plastics (including packaging): The Company does not perform any packaging process, so the generation of plastic waste is very low
- E-waste: Computers and accessories, batteries, air conditioners and other items are handed over to registered e-waste vendors for compliant disposal. The Company's nature of services does not result in the generation of hazardous waste or in the disposal of hazardous waste. As such, this does not apply
- Other waste: Food and other similar waste are collected regularly by the municipal corporation for appropriate disposal. A vendor partner collects the wet and dry waste produced by operations for composting or recycling, in an eco-friendly way

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

The Company has registered as a brand owner under Extended Producer Responsibility for plastic waste.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.	If yes, provide the web-link.
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The Company does not engage in manufacturing of physical products and only performs as a marketplace platform.

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
This data is not quantified.		

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely
Plastics (including packaging)	This data is not quantified.			This data is not quantified.		
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
This data is not quantified.	

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits ²		Paternity Benefits ³		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	889	889	100	889	100	0	0	889	100	889	100
Female	231	231	100	231	100	231	100	0	0	231	100
Total	1,120	1,120	100	1,120	100	231	100	889	100	1,120	100



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits ²		Paternity Benefits ³		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent Employees											
Male	Not Applicable										
Female											
Total											

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

% of workers covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	Not applicable										
Female											
Total											
Other than Permanent Workers											
Male	1,757	1,757	100	1,757	100	0	0	1,757	100	0	0
Female	821	821	100	821	100	821	100	0	0	0	0
Total	2,578	2,578	100	2,578	100	821	100	1,757	100	0	0

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.11	0.12

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	NA	100	Y	Nil	100	Y

Note: Since all eligible employees are included in the applicable retirement benefit schemes, the coverage is 100%.

3. Accessibility of workplaces

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

Yes, the operations are conducted from premises that are equipped with provisions, including wheelchair, ramping, lifts and accessible toilet facilities for both employees and visitors. The Company's approach toward employment practices is anti-discriminatory and its offices are accessible and inclusive to all.

²Percentage of (D) – Maternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024

³Percentage for paternity benefits represented as a percentage of total male employees

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

The Company is committed to fostering an inclusive, respectful, and equitable workplace where every employee is valued and empowered to succeed on the basis of their merit, skills, and contributions. We celebrate diversity in all its forms, including race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, and any other characteristic protected by law and are dedicated to building a culture where everyone feels a genuine sense of belonging. These principles are further reinforced through our Code of Business Conduct and Human Rights Policy, both of which reflect our broader commitment to dignity, fairness, and respect for human rights across our operations. Employees can access the full Equal Opportunities Policy on the Company's intranet to learn more about how we bring these principles to life every day.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	95	100	100	100
Female	87.5	100	100	100
Total	91.25	100	100	100

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	The Company has a grievance redressal mechanism in place for employees/workers, which includes concerns pertaining to POSH, whistleblower issues and disciplinary issues. Grievances can be made via the designated email address, following a defined reporting process, including escalation to the designated Vigilance Officer, as applicable.
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1,120	0	0	1,116	0	0
Male	889	0	0	880	0	0
Female	231	0	0	236	0	0
Total Permanent Worker	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	889	889	100	889	100	880	880	100	880	100
Female	231	231	100	231	100	236	236	100	236	100
Total	1,120	1,120	100	1,120	100	1,116	1,116	100	1,116	100

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Male	1,757	1,757	100	1,757	100	1,838	1,838	100	1,838	100
Female	821	821	100	821	100	464	464	100	464	100
Total	2,578	2,578	100	2,578	100	2,302	2,302	100	2,302	100

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	889	889	100	880	880	100
Female	231	231	100	236	236	100
Total	1,120	1,120	100	1,116	1,116	100
Workers						
Male	1,757	1,757	100	1,838	1,838	100
Female	821	821	100	464	464	100
Total	2,578	2,578	100	2,302	2,302	100

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

The HSE Policy is in place for all of the Company's facilities in India, which account for 80% of the Company's facilities, and other facilities are managed in accordance with relevant legislation and internal standards with internal audits conducted periodically.

The Company also implements measures in the field of employee health and safety, such as mental and emotional health, ergonomics, workplace safety and lifestyle issues. Occupational health centers are available at all Indian campuses, doctors and physiotherapists are on hand to provide consultation and support to employees and their dependents on the Company's telemedicine platform.

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

The Company is committed to continually enhancing employee health, safety and well-being through a structured and proactive hazard identification and risk management process. Existing and new activities, processes, services and workplace changes are evaluated for occupational health and safety risks, covering both routine and non-routine activities as well as regulatory changes. This process includes regular review of incidents, hazard identification and prioritisation, implementation of suitable controls, and periodic review of residual risks. Given the technology-driven nature of its operations, the Company's focus is primarily on service-related workplace hazards such as ergonomics, utility operations, and employee commuting. Risk assessments are also carried out for new or modified infrastructure, with learnings from past and ongoing operations continuously incorporated to strengthen preventive measures.

As a key pillar of its risk mitigation strategy, the Company provides comprehensive and industry-leading insurance coverage to safeguard employee well-being. Every employee is covered under the Company's health insurance from their very first day of joining, with no waiting period. This coverage extends seamlessly to life's important milestones i.e., employees who welcome a newborn or get married have their child or spouse covered from day one, reflecting the Company's commitment to supporting employees and their families at every step.

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

The Company has a clear reporting hierarchy, with employees and workers encouraged to report concerns to their supervisor/manager as appropriate.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

ESIC, medical insurance, and tie-ups with the reputed nearby healthcare providers are available for all employees for non-occupational medical and healthcare services. Workers are given such access via the various contractors they work for.

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

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

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

The Company provides a safe and healthy work environment, and has procedures in place to report and escalate safety concerns to a supervisor or manager. Employees get medical and healthcare services outside of work through workplace facilities, ESIC, medical insurance and tie-up with reputed local healthcare providers, and workers get it from their respective contractors. The Company has regularly held fire safety training, evacuation drills, internal communications and safety alerts. First aid and medical rooms are provided at all locations. In addition, interactive sessions with health and well-being professionals are held and workshops are organized to encourage employees' physical and mental health. All of these measures, combined with the continuous hazard identification, risk assessment and mitigation practices, are helping to drive the ongoing enhancement of the Company's OH&S practices.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	Nil			Nil		
Health and safety						

14. Assessments for the year:

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

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

Not applicable as there were no safety related incidents.

Leadership Indicators

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

The Company provides Group Personal Accident (GPA) coverage for all employees.

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

The Company is obliged to ensure compliance of vendors and contractors with applicable statutory provisions in respect of tax deductions and remittances. Value chain partners must have a valid Permanent Account Number (PAN) and, as applicable, be registered under the Goods and Services Tax (GST) regime as part of their onboarding and compliance process.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, the Company provides transition assistance to employees to support career endings resulting from retirement or separation. This includes retirement benefits as per statutory requirements and company policy (such as gratuity and provident fund), formal exit interviews and HR counselling to ensure employees understand their benefits and clearances.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working conditions	0

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

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators**

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

The stakeholders are determined according to the level of influence they can exert on the Company's business activities and the impact they can have on the Company's activities. It means evaluating their part in business results, what they hope to get from the Company, and how the Company's decisions can affect them. These are the main factors taken into account to ensure that the stakeholder engagement process is inclusive, balanced and geared toward the most material stakeholder relationships which facilitate the creation of value over the long term.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (email, sms, newspaper, pamphlets, advertisement, community, meetings, notice board, website, other)	Frequency of engagement (annually/half-yearly/quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	Meetings, Emails, Quarterly Decks, Media Releases and Company Website	Annual, Periodic, as and when required	Communicate financial results and other significant developments
Government and Regulators	No	Email>Returns/Filings	As and when required	Compliance of applicable laws, filing returns
Employees	No	Emails, Training Sessions, Town Halls and Meetings	Regular	Foster employee engagement, wellbeing, diversity, feedback, performance, career growth, and continuous learning through trainings

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (email, sms, newspaper, pamphlets, advertisement, community, meetings, notice board, website, other)	Frequency of engagement (annually/half-yearly/quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Delivery Partners	No	Emails, Training Sessions, Meetings, Shivir (Annual meet), In-Person Visits	Regular	Facilitate engagement, feedback, training, performance support, and collaboration with delivery partners
Customers	No	Emails, Website, In-Person Visits	Regular	Facilitate customer engagement, feedback, and satisfaction enhancement

Leadership Indicators

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

The Company proactively engages in consultation activities between stakeholders and the Board in economic, environmental and social issues. If a consultation is delegated to the management or designated committees, then the feedback and important inputs received are shared with the Board for review and consideration throughout the process of decision-making.

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

Stakeholders input are valued and brought to the attention of the Board or discussed during Board meetings; considered when developing relevant Board policies, programs and initiatives of the Company.

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

Shiprocket is an equal opportunity company, and employees have equal rights. The concerns of our stakeholder groups are heard with utmost sensitivity, and we have a transparent process for raising their concerns independently through human resources. HR also ensures anonymity and keeps the complainant's information confidential from any and every other employee of the Company. Our grievance redressal policy also helps take the necessary recourse for concerns of stakeholder groups.

During the reporting year, no specific engagements or actions were required to address concerns of vulnerable or marginalized stakeholder groups.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,120	1,120	100	1,116	1,116	100
Other than permanent	0	0	0	0	0	0
Total Employees	1,120	1,120	100	1,116	1,116	100
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	2,578	2,578	100	2,302	2,302	100
Total Workers	2,578	2,578	100	2,302	2,302	100



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent	1,120	0	0	1,120	100	1,116	0	0	1,116	100
Male	889	0	0	889	100	880	0	0	880	100
Female	231	0	0	231	100	236	0	0	236	100
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	2,578	0	0	2,578	100	2,302	0	0	2,302	100
Male	1,757	0	0	1,757	100	1,838	0	0	1,838	100
Female	821	0	0	821	100	464	0	0	464	100

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in million)	Number	Median remuneration/ salary/wages of respective category (in million)
Board of Directors (BoD)*	2	19.16	-	-
Key Managerial Personnel**	1	25.48	1	7.88
Employees other than BoD and KMP	886	0.78	230	0.73
Workers	1,350	0.19	528	0.20

*Details of remuneration to be provided only for Executive/Whole-Time Directors; sitting fees/commission paid to Non-Executive/Independent Directors may be disclosed separately if applicable.

**Excluding ESOPs

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	17%	17%

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

Yes, the HR head serves as the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Equal opportunity, discrimination, and harassment grievance resolution and redressal process communicated to all employees, workers related to race, sex, nationality, ethnicity, origin, religion/faith, age, disability, sexual orientation, gender identity and expression (including transgender), political opinion, medical condition, or language (protected attributes under relevant laws). The Company has a formal complaint procedure for human rights matters that include the submission of the complaint to the relevant authorities or committees. The concerned official/committee starts the process of redressal of the complaint on receipt of the complaint, as per the applicable policy, and the parties are informed of the outcome of the grievance redressal process when completed. The Company has adopted the Human Rights Policy, Grievance Redressal Policy, Vigil Mechanism and has also provided an email ID for reporting such issues.

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

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

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

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

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

The Company has procedures and policies in place to safeguard complainants against any negative impacts due to discrimination/harassment. This includes confidentiality under the POSH Policy, anonymity of the complainant and safe reporting systems like the whistleblower policy and dedicated email addresses. The Internal Complaints Committee (ICC) carries out an impartial investigation and complainants are safeguarded from retaliation during the grievance redressal process. Staff are reminded of these safeguards through awareness programs, workshops and training regularly.

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

Yes, human rights requirements are incorporated into the Company's business agreements and contracts.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

10. Assessments for the year:

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

Note: We strive to provide our employees with a safe and healthy workplace. To this effect, we have put several policies and procedures in place which are internally reviewed on a regular basis and reported on the centralized compliance management system. Some of these topics are assessed as part of our internal and statutory audit reviews annually.

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

Not applicable as no significant risks arose.

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

The Company had no human rights grievances or complaints during the reporting period which would require it to change its current business processes or to introduce new procedures. The Company is still evaluating and monitoring its policies and practices to make sure that human rights considerations are alive in its activities and are effectively taken care of if any concerns arise.

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

No human rights due diligence was conducted by the Company.

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

Yes, the Company's operations are conducted from premises that are equipped with provisions, including wheelchair, ramping, lifts and accessible toilet facilities for both employees and visitors. The Company's approach towards employment practices is anti-discriminatory and its offices are accessible and inclusive to all.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0
Discrimination at workplace	0
Child labour	0
Forced labour/involuntary labour	0
Wages	0
Others please specify	0

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

Not Applicable

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment⁴

Essential Indicators

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

Parameter	FY 2025-26 (In Megajoules)	FY 2024-25 (In Megajoules)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total Energy consumption from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	90,29,765.13	83,71,154.95
Total fuel consumption (E)	27,14,107.48	25,32,695.96
Energy consumption through other sources (F)	0	0
Total Energy consumption from non-renewable sources (D+E+F)	1,17,43,872.61	1,09,03,850.91
Total energy consumed (A+B+C+D+E+F)	1,17,43,872.61	1,09,03,850.91
Energy intensity per rupee of turnover (<i>Total energy consumption/Revenue from Operations</i>) MJ/Rupees	0.00059	0.00068
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (<i>Total energy consumed/Revenue from operations adjusted for PPP</i>) MJ/USD	0.012	0.014
Energy intensity in terms of physical output - MJ/FTE	3,175.74	3,190.13
Energy intensity per employee - MJ/employee	10,485.60	9,770.48

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

Note: Energy data, including electricity and fuel consumption across operations, has been compiled based on the data available from various warehouse and office locations. The reporting boundary for FY 2025–26 and FY 2024–25 differs due to data unavailability for certain locations. Additionally, monthly averages have been used in cases where data was missing, to ensure that consumption for the entire financial year is adequately represented rather than omitting those months.

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

Shiprocket has no facilities that are designated as Designated Consumer as per the Government of India's Perform, Achieve and Trade (PAT) Scheme.

⁴The reporting boundary for disclosures under Principle 6 differs from that of other principles, reflecting variations in data availability across operations.



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	41,436.09	38,298.69
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
<i>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</i>	41,436.09	38,298.69
Total volume of water consumption (in kilolitres)	8,287.22	7,659.74
Water intensity per rupee of turnover (Water consumed/Revenue from operations) KL/Rupees	0.00000041	0.00000048
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) KL/USD	0.000008	0.00001
Water intensity in terms of physical output- KL/FTE	2.24	2.24
Water intensity per workforce- KL/Employee	7.4	6.86

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

Note: The water withdrawal has been calculated in accordance with the National Building Code (NBC) 2016, Estimation of water requirement for drinking and domestic use, where 45 liters per head per day is considered as the water requirement for offices with canteen facilities.

Water consumption is assumed to be 20% of the total water withdrawal, in accordance with the Manual on Sewage and Sewerage Treatment (2nd Edition), Central Public Health and Environmental Engineering Organisation (CPHEEO).

4. Provide the following details related to water discharged

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	FY 2025-26	FY 2024-25
(iv) Sent to third-parties		
- No treatment	33,148.87	30,638.95
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	33,148.87	30,638.95

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

Note: Water discharge is assumed to be 80% of the withdrawal, in accordance with the Manual on Sewage and Sewerage Treatment (2nd Edition), Central Public Health and Environmental Engineering Organisation (CPHEEO).

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

Given the nature of the Company's operations, a dedicated Zero Liquid Discharge (ZLD) mechanism has not been implemented during the reporting period. The limited wastewater generated from routine activities is routed to the municipal sewerage system, where it undergoes treatment in accordance with local regulations. This approach ensures that even in the absence of a ZLD system, the Company's wastewater is managed in a responsible and compliant manner.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	The Company has not compiled air emission data for the reporting year. However, it has acknowledged the importance of such monitoring and commits to initiating the quantification of air emissions going forward.		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	201.10	187.67
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,780.87	1,690.51



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	<i>Metric tonnes of CO₂ equivalent/Rupees</i>	0.00000010	0.00000012
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	<i>Metric tonnes of CO₂ equivalent/USD</i>	0.00000020	0.00000024
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	<i>Metric tonnes of CO₂ equivalent/FTE</i>	0.54	0.55
Total Scope 1 and Scope 2 emission intensity per workforce	<i>Metric tonnes of CO₂ equivalent/employee</i>	1.77	1.68

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

Note: Scope 1 emissions have been calculated based on fuel consumption in operations, while Scope 2 emissions have been calculated based on purchased electricity consumption from the national grid. The calculations are derived from data available across various warehouse and office locations. The reporting boundary for FY 2025-26 and FY 2024-25 differs due to the unavailability of data for certain locations.

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

The Company does not currently have any projects specifically aimed at reducing greenhouse gas emissions. However, the entity is exploring opportunities to identify and implement measures in the future that could help lower its carbon footprint.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)		
Plastic waste (A)	The Company has not measured the volume of waste generated in the reporting period. Steps are being taken to enhance waste tracking and management systems, which will enhance the availability of waste data and reporting in future reporting periods.	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other hazardous waste. Please Specify, if any. (G)		
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)		
Total (A + B + C + D + E + F + G + H)		
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output		
Waste intensity (optional) - the relevant metric may be selected by the entity		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	FY 2025-26	FY 2024-25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled (Oil and Plastic)	The Company has not measured the volume of waste generated in the reporting period. Steps are being taken to enhance waste tracking and management systems, which will enhance the availability of waste data and reporting in future reporting periods.	
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	The Company has not quantified waste disposal data for the reporting years. The Company is exploring measures to enhance its waste tracking and management systems in future.	
(ii) Landfilling		
(iii) Other disposal operations		
Total		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

The Company follows an integrated waste management approach designed to reduce environmental impact. A structured system is in place to handle waste efficiently, beginning with the separation of dry and wet waste at the point of generation. This segregation at source enables smoother downstream processing. The segregated waste is then transferred to the Municipal Corporation's designated collection service, which undertakes additional sorting and channels the recyclable portion for appropriate treatment or recycling. This approach helps ensure responsible handling of waste and supports overall sustainability efforts.

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

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company does not operate in/around any ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Serial Number	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Yes, there were no material non-compliances reported in the financial year.				

Leadership Indicators

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

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

(i) Name of the area: Not Applicable

(ii) Nature of operations: Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into seawater		
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	The Company has not quantified their Scope 3 emissions for the reporting years. In the future, the Company will consider measures to evaluate its Scope 3 emissions to improve transparency and comprehensiveness of reporting.		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (<i>optional</i>) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
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The Company has not undertaken any specific initiatives or implemented innovative technologies to improve resource efficiency or reduce impacts from emissions, effluent discharge, or waste generation during the reporting year. The Company is exploring potential measures to enhance resource efficiency and reduce environmental impacts in future reporting periods.

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

The Company does not currently have a business continuity or disaster management plan in place.

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

Not applicable as the Company has not undertaken a formal assessment of environmental impacts across its value chain partners.

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

The Company has not undertaken a formal assessment of environmental impacts across its value chain partners.

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

a. By the listed entity: Nil

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

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

Six

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

S. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	FICCI	National
2	CII	National
3	NASSCOM	National
4	EICI	National
5	ASSOCHAM	National
6	IAMAI	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable as there were no issues identified related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (annually/half-yearly/quarterly/others – please specify)	Web link, if available
The Company did not engage in any public policy advocacy during the reporting year.					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in Rs.)
Not Applicable						

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

At the Company's website, the communities can file their grievance on the 'Contact Us' page using the Company's email address. They can also come on the premises of the warehouse and make their complaints directly. Communities located close to the warehouses may write to the respective warehouse, documenting their concerns which are then considered and addressed quickly.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	9.01%	9.46%
Directly from within India	97.18%	97.54%

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

Location	FY 2025-26	FY 2024-25
Rural	0.00	0.00
Semi-Urban	0.41%	0.46%
Urban	4.63%	5.27%
Metropolitan	94.96%	94.27%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (in Rs.)
Not Applicable			

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

The Company currently does not have a preferential procurement policy.

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

Not Applicable

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

Not Applicable

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

S.No.	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Enquiries from consumers can be made very easily, and complaints can be lodged by sending an email to our customer support team at support@shiprocket.com. Additionally, customers can file complaints on Contact Shiprocket: Get Support & Answers to Your Questions.

Customer input is considered important to the Company and it will respond to any queries or issues in a timely manner.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26			FY 2024-25		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising						
Cybersecurity						
Delivery of essential services						
Restrictive trade practices						
Unfair trade practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Yes, the Privacy policy of the Company can be accessed at <https://www.shiprocket.in/privacy-policy/>.

In addition to this, the Company also has the following policies on its Intranet:

- Data Privacy Policy
- Information Security Policy
- Cybersecurity Incident Response Plan

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

Not Applicable

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches**

Nil

b. Percentage of data breaches involving personally identifiable information of customers

Nil

c. Impact, if any, of the data breaches

Not Applicable

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

Information on the Company's products and services is available through its official website at www.shiprocket.in

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

The Company informs and educates the consumers about safe and responsible use of its products and services via its portal and onboarding training programs.

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

The Company is not providing an essential service, but the consumers are notified via emails to their registered email address. Within Shiprocket Limited, there is a response procedure defined by an escalation matrix for effective handling of consumer complaints.

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

Not Applicable.