

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

<b>1. Corporate Identity Number (CIN) of the Listed Entity</b>	L85110TG1998PLC029914
<b>2. Name of the Listed Entity</b>	Rainbow Children's Medicare Limited ("the Company/Rainbow/Rainbow Hospitals/ Rainbow Children's Hospital/ RCML")
<b>3. Year of incorporation</b>	1998
<b>4. Registered office address</b>	8-2-120/103/1, Survey No. 403, Road No. 2, Banjara Hills, Hyderabad – 500034, Telangana
<b>5. Corporate address</b>	8-2-19/1/A, Daulet Arcade, Road No.11, Banjara Hills, Hyderabad - 500034, Telangana.
<b>6. E-mail</b>	<a href="mailto:companysecretary@rainbowhospitals.in">companysecretary@rainbowhospitals.in</a>
<b>7. Telephone</b>	+91 40 49692244
<b>8. Website</b>	<a href="http://www.rainbowhospitals.in/">http://www.rainbowhospitals.in/</a>
<b>9. Financial year for which reporting is being done</b>	FY 2025-26
<b>10. Name of the Stock Exchange(s) where shares are listed</b>	1. National Stock Exchange of India Limited 2. BSE Limited
<b>11. Paid-up Capital</b>	1,01,55,91,560
<b>12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Name: Ms. Shreya Mitra Designation: Company Secretary & Compliance Officer Tel No. +91 40 49692244 Email ID: <a href="mailto:companysecretary@rainbowhospitals.in">companysecretary@rainbowhospitals.in</a>
<b>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).</b>	Consolidated basis
<b>14. Name of assurance provider</b>	M/s. Adwin Advisory Private Limited
<b>15. Type of assurance obtained</b>	Reasonable Assurance

### II. Product/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Human Health Activities	Medical services	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Health care services	86100	100%

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	No. of hospitals: 23 No. of clinics: 5	1	29
International	-	-	-

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

Location	Number
<b>National (No. of States)</b>	6
<b>International (No. of Countries)</b>	0

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

The Company operates across six states in India and does not undertake export activities; accordingly, exports do not contribute to the Company's turnover. However, the Company extends healthcare services to both domestic and international patients, with foreign nationals visiting its hospitals in India for medical treatment and related healthcare services.

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

Rainbow Children's Hospital provides medical care and healthcare services to patients, with a specific focus on comprehensive pediatric, perinatal, and women's healthcare.

**IV. Employees****20. Details as of the end of the financial year:****a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent(D)	4,724	1,985	42%	2,739	58%
2.	Other than Permanent (E)	1,673	461	28%	1,212	72%
3.	<b>Total employees (D+E)</b>	<b>6,397</b>	<b>2,446</b>	<b>38%</b>	<b>3,951</b>	<b>62%</b>
<b>WORKERS</b>						
4.	Permanent(F)					
5.	Other than Permanent (G)					
6.	<b>Total workers (F+G)</b>					

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

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

**21. Participation/Inclusion/Representation of Women:**

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	7	1	14%
Key Management Personnel	3	1	33%

**22. Turnover rate for permanent employees and workers:**

(Disclose trends for the past 3 years)

	FY 2026			FY 2025			FY 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	34%	40%	37%	33%	35%	35%	27%	37%	33%
Permanent Workers	Not applicable								

Note: In FY 2025–26, employee attrition data includes nursing exits with tenure of less than 3 months.

**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	Rainbow Children's Hospital Private Limited	Subsidiary	100%	Yes
2	Rainbow Speciality Hospitals Private Limited	Subsidiary	78.81%	Yes
3	Rainbow Women & Children's Hospital Private Limited	Subsidiary	100%	Yes
4	Rosewalk Healthcare Private Limited	Subsidiary	100%	Yes
5	Rainbow Fertility Private Limited	Subsidiary	100%	Yes
6	Rainbow C R O Private Limited	Subsidiary	100%	Yes
7	Prashanthi Medicare Private Limited	Subsidiary	76%	Yes
8	Pratiksha Women & Child Care Hospital Private Limited	Subsidiary	76%	Yes

**VI. CSR Details****24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: (Yes/No): Yes****(ii) Turnover (in ₹) - 15,456.60 Million****(iii) Net worth (in ₹) - 16,890.57 Million**

Above given figures are on a standalone basis

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026			FY 2025		
		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 <a href="https://www.rainbowhospitals.in/investors-relations/investor-contact">https://www.rainbowhospitals.in/investors-relations/investor-contact</a>	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes <a href="https://www.rainbowhospitals.in/investors-relations/investor-contact">https://www.rainbowhospitals.in/investors-relations/investor-contact</a>	9	0	-	12	Nil	-
Customers	Yes <a href="https://www.rainbowhospitals.in/investors-relations/investor-contact">https://www.rainbowhospitals.in/investors-relations/investor-contact</a>	30	3	27*	21	7	-
Value Chain Partners	Yes <a href="https://www.rainbowhospitals.in/investors-relations/investor-contact">https://www.rainbowhospitals.in/investors-relations/investor-contact</a>	Nil	Nil	-	Nil	Nil	-
Employees & Workers	<a href="https://www.rainbowhospitals.in/investors-relations/investor-contact">https://www.rainbowhospitals.in/investors-relations/investor-contact</a>	Nil	Nil	-	Nil	Nil	-
Communities	Yes <a href="https://www.rainbowhospitals.in/investors-relations/investor-contact">https://www.rainbowhospitals.in/investors-relations/investor-contact</a>	Nil	Nil	-	Nil	Nil	-

\*Note: Of the total 30 complaints/grievances reported, 27 (including 7 pending complaints from previous year), cases were resolved and closed as of 31 March 2026

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy efficiency and reduction of carbon emissions / GHG emissions in response to climate change	O	Hospital operations are energy-intensive because of continuous clinical services, critical equipment, HVAC loads, lighting and imaging systems etc. Improving energy efficiency helps reduce greenhouse gas emissions, supports regulatory alignment and lowers operating costs over time.	Deploy energy audits, LED retrofits, smart metering, HVAC optimisation, preventive maintenance, renewable energy sourcing where feasible and site-level monitoring of utility intensity.	Positive
2	Water and waste management (hazardous and non-hazardous)	R	Healthcare facilities generate biomedical, hazardous and domestic waste and are significant users of water. Weak waste segregation, treatment or reuse practices can lead to non-compliance, reputational damage, infection risk and higher operating cost.	Maintain strict segregation and labeling, authorised disposal through approved vendors, wastewater treatment and reuse, rainwater harvesting where feasible, 3R practices, periodic audits and compliance tracking with pollution control requirements.	Negative
3	Occupational health and safety	R	Clinical staff face exposure to infections, sharps injuries, chemicals, radiation, patient handling risks and fire/emergency hazards. A strong safety culture is essential to protect employees and ensure uninterrupted patient care.	Operate infection prevention and control protocols, PPE use, safety training, emergency drills, incident reporting, root-cause review, vaccination support, ergonomic controls and periodic health surveillance.	Negative
4	Privacy, cybersecurity and data security	R	Hospitals handle sensitive patient and employee data. Any unauthorised access, leak or cyber incident can result in legal exposure, regulatory scrutiny, service disruption and loss of trust.	Strengthen access controls, encryption, privileged-access management, backup and recovery protocols, vendor safeguards, awareness training, incident response and regular security audits.	Negative
5	Service quality, clinical outcomes and patient safety	O	High-quality and safe clinical care is central to the Group's value proposition. Better outcomes, fewer adverse events and a superior patient experience strengthen brand equity, referral strength and long-term loyalty.	Continue clinical audits, standard treatment protocols, infection control measures, patient feedback loops, quality committees, sentinel-event review, accreditation adherence and outcome tracking.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Digital transformation, technology and patient engagement	O	Technology-enabled care improves accessibility, process efficiency and patient reach. Digital platforms, telemedicine, analytics and digital outreach can deepen engagement and support scalable growth.	Invest in secure digital systems, interoperability, teleconsultation platforms, data analytics, automation, user training and process governance for technology adoption.	Positive
7	Risk management and business continuity	R	A healthcare business is exposed to operational, clinical, regulatory, technology, supply and external shocks. A structured risk management framework helps reduce disruption and protect continuity of care.	Maintain enterprise risk registers, review mitigation plans with stakeholders, monitor critical dependencies, stress-test business continuity and disaster recovery plans and conduct periodic management reviews.	Negative
8	Diversity, equity and inclusion	O	A diverse and inclusive workforce improves collaboration, innovation and decision-making. Inclusive employment practices also support employee engagement and reinforce the Group's employer brand.	Promote equitable hiring and promotion practices, inclusion initiatives, grievance redressal, anti-harassment measures, leadership accountability and regular workforce engagement.	Positive
9	Employee learning, talent attraction and retention	O	Healthcare quality depends on the availability of skilled doctors, nurses, technicians and support staff. Investment in learning and retention improves service continuity, productivity and patient experience.	Expand structured training, leadership development, clinical skill building, career pathways, succession planning, engagement surveys and retention-focused policies.	Positive
10	Medical ethics, legal and regulatory compliance	R	Operating in a highly regulated sector requires consistent compliance with healthcare, labour, environmental, data and anti-corruption requirements. Any breach can affect licenses, reputation and operating flexibility.	Strengthen code of conduct, compliance training, whistle-blower mechanisms, internal controls, policy reviews, ethics oversight and periodic legal/compliance audits.	Negative
11	Responsible procurement and supply chain resilience	R	Uninterrupted availability of medicines, consumables, diagnostics and equipment is critical in healthcare. Poor supplier governance or concentration risk can affect service delivery and cost stability.	Implement supplier due diligence, quality and ethical sourcing checks, critical inventory planning, alternate sourcing strategy, vendor performance review and procurement governance.	Negative

## 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
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available.</b>	<a href="https://www.rainbowhospitals.in/investors-relations/policies-and-programs">https://www.rainbowhospitals.in/investors-relations/policies-and-programs</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3. Do the enlisted policies extend to your value chain partners?</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>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.</b>	Our practices align with key guidelines and regulations: <ul style="list-style-type: none"> <li>• ISO 14001 Environmental Management System standards.</li> <li>• IFC Environment and Social Guidelines.</li> <li>• NABH accreditation for hospitals and healthcare providers.</li> <li>• NVG Guidelines from the Ministry of Corporate Affairs, Government of India.</li> <li>• Section 135 of the Companies Act, 2013, and SEBI (LODR) Regulations, 2015.</li> </ul>								
<b>5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.</b>	The Company is committed to follow the impact guidelines for each of the 9 principles.								
<b>6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.</b>	Yes. The Company regularly monitors performance against these indicators, implements corrective actions when required, and establishes preventive measures to enhance and sustain strong results.								
<b>Governance, leadership and oversight</b>									
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>	<p>At Rainbow Children's Hospital, sustainability is a core pillar of our corporate strategy and a vital driver of long-term value, reflecting our belief that environmental stewardship and clinical excellence are deeply intertwined. We are committed to leading a responsible transition by leveraging cutting-edge technologies to improve resource efficiency and decarbonize our operations, with a continued focus on increasing our reliance on renewable energy in alignment with national climate commitments. The increased adoption of renewable energy sources has also contributed to a reduction in Scope 2 emissions across operations. Our efforts extend to advancing circular economy principles through proactive water conservation and waste management initiatives. On the social front, we prioritize workplace safety, fair labor practices, and community empowerment, striving to ensure our entire workforce is deeply sensitized to human rights and sustainability. These efforts are underpinned by robust governance and active Board oversight, ensuring our practices remain transparent and aligned with international sustainability frameworks. Moving forward, we remain dedicated to embedding ESG principles deeper into our growth strategy, fulfilling our responsibility to future generations and setting new benchmarks for a resilient, ethical, and inclusive future.</p>								
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Dr. Ramesh Kancharla DIN:00212270 Chairman & Managing Director								
<b>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.</b>	The CSR & ESG Committee is responsible for overseeing and guiding the company's sustainability efforts, ensuring informed decision-making on key environmental, social, and governance matters								

**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	Committee of the Board									Annually							
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, the Committee of the Board ensures that the Company complies with all applicable laws and statutory requirements of the land it operates in.									Quarterly								

**11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes provide the name of the agency.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

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

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

**SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE****PRINCIPLE 1:**

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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	Familiarization programs covering business strategy, operations, risks, regulatory matters, ESG topics and ESG awareness session. Regular updates on SEBI regulations, company developments, and compliance matters.	100%
Key Managerial Personnel	5	Familiarization programs covering business strategy, operations, risks, regulatory matters, ESG topics and ESG awareness session. Regular updates on SEBI regulations, company developments, and compliance matters	100%
Employees other than BoD and KMPs	608	Code of Conduct, POSH, HR Policies and refreshers, Biomedical waste management compliance, grievance management, Effective Communication	100%
Workers		Not Applicable	

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

Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine				
Settlement			Nil	
Compounding fee				
Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment				
Punishment			Nil	

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in case 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. We have an Anti-bribery and Anti-corruption policy. The policy reiterates that the Company does not tolerate any bribery and corruption directly or indirectly and upholds the highest standards of integrity and transparency in all its interactions and business activities.

The policy forms part of our Code of Conduct Policy and is available on our website at <https://www.rainbowhospitals.in/investors-relations/policies-and-programs>.

**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 2026	FY 2025
Director	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2026		FY 2025	
	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	Nil	-	Nil	-

**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 2026	FY 2025
<b>Number of days of accounts payables</b>	155.86	171.95*

\*The previous year's data has been restated to align with the current year's consolidated reporting approach to ensure consistency and comparability across reporting years.

**9. Open-ness of business**

Provide details of the 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 2026	FY 2025
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable owing to the nature of business, Rainbow does not procure from trading houses	Not Applicable owing to the nature of business, Rainbow does not procure from trading houses
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	Not Applicable owing to the nature of business (providing healthcare) Rainbow does not have any sales to dealers/ distributors.	Not Applicable owing to the nature of business (providing healthcare) Rainbow does not have any sales to dealers/ distributors.
	b. Number of dealers distributors to whom sales are made		
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		

Parameter	Metrics	FY 2026	FY 2025
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	2.68%	2.07%
	b. Sales (Sales to related parties/ Total Sales)	0.25%	0.32%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	15.87%	0.97%
	d. Investments (Investments in related parties/ Total Investments made)	28%	6.71%

### Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Impact of geopolitical issue and sustainability	56%

#### 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.

The Company has put in place a dedicated Code of Conduct for its Senior Management and Board Members, which sets out potential conflict-of-interest situations and provides guidance to avoid them. This Code is aligned with the Company's core values of integrity and ethical conduct and supports responsible leadership. By following these standards, the Company seeks to prevent misconduct and strengthen a culture of ethics across the organization.

**PRINCIPLE 2:**

**Business 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.**

	<b>FY 2026</b>	<b>FY 2025</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	-	-	-
Capex	2.69%	0.89%	Solar Rooftops, RECD, VFD & LED Installation

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**  
Yes
- b. **If yes, what percentage of inputs were sourced sustainably?**
- Laboratory procurement- 14.17% approx.
  - Power procurement- 33% approx.
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):**  
Rainbow Hospitals follows responsible waste management practices by ensuring that plastic waste generated across its operations is regularly sold to authorised plastic recyclers for environmentally sound processing. Given the nature of the healthcare services sector, plastic waste generation remains relatively low. To further reduce plastic consumption, all units are equipped with water dispensers and disposable paper cups, thereby eliminating the requirement for plastic PET bottles. In addition, the Company has phased out the use of plastic bags across general hospital operations, including carry bags, medicine packaging, and food distribution, while promoting the adoption of eco-friendly alternatives across all facilities.
- (b) **E-waste:**  
E-waste generated across the Company's units is systematically collected and stored in designated bins before being disposed of in accordance with the Company's ESG guidelines and E-Waste Management Policy. Rainbow has partnered with authorised third-party agencies to collect, recycle, and dispose of electronic waste in an environmentally responsible manner, ensuring compliance with applicable regulatory requirements.
- (c) **Hazardous waste:**  
As a healthcare service provider, the Company places strong emphasis on the safe handling and disposal of hazardous waste, particularly Biomedical Waste (BMW). All biomedical waste is disposed of through authorised hazardous waste handlers in strict compliance with the Biomedical Waste Management Rules, 2016, ensuring safe treatment, transportation, and disposal practices across operations.
- (d) **Other waste:**  
The Company ensures responsible management and disposal of other waste streams in alignment with applicable regulatory requirements and internal environmental policies. General waste is managed through authorised municipal waste management partners, while waste oil generated from operations is disposed of exclusively through certified vendors to prevent unauthorised handling or environmental contamination. General scrap materials are sold, as required, to authorised local recyclers, with detailed disposal records maintained to ensure transparency and traceability. Additionally, wastewater and other contaminated liquids are treated through in-house Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP) prior to safe discharge into municipal sewage systems, in accordance with established hospital policies and environmental norms.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**  
Not Applicable

**Leadership Indicators**

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

Not applicable as the Company is in healthcare services

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.

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 2026	FY 2025
	Not applicable	Not applicable

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 2026			FY 2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous waste						
Other waste General Waste (Dry & Wet)						

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 % of total products sold in respective category
	Not Applicable

**PRINCIPLE 3:**

Business should respect and promote the well-being of all employees, including those in their value chains

**Essential Indicators**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1,985	1,985	100%	1,985	100%	NA	NA	1,985	100%	1,985	100%
Female	2,739	2,739	100%	2,739	100%	2,739	100%	NA	NA	2,739	100%
<b>Total</b>	<b>4,724</b>	<b>4,724</b>	<b>100%</b>	<b>4,724</b>	<b>100%</b>	<b>2,739</b>	<b>58%</b>	<b>1,985</b>	<b>42%</b>	<b>4,724</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	461	461	100%	239	52%	NA	NA	NA	NA	NA	NA
Female	1,212	1,212	100%	743	61%	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>1,673</b>	<b>1,673</b>	<b>100%</b>	<b>982</b>	<b>59%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

Note: The benefits disclosed above are available to all employees. Employees may avail themselves of the applicable benefits based on their individual requirements and eligibility.

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male											
Female											Not applicable
Total											
<b>Other than Permanent workers</b>											
Male											
Female											Not applicable
Total											

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

	FY 2026	FY 2025
Cost incurred on well-being measures as a % of total revenue of the company	0.34%	0.20%

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

Benefits	FY 2026			FY 2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	19%	NA	Yes	14%	NA	Yes
Others – please specify	NA	NA	NA	NA	NA	NA

### 3. Accessibility of workplaces

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.

All Rainbow Group hospitals in India comply with the Rights of Persons with Disabilities Act, 2016, and provide accessible, inclusive facilities. Features such as wheelchair ramps and on-site assistance reflect the Company's commitment to barrier-free healthcare access for persons with disabilities.

### 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 upholds a firm commitment to non-discrimination and maintains a strong stance against any conduct that violates its ethical standards or Code of Conduct. These principles are formally articulated in the Business Responsibility Policy, reflecting the Company's dedication to fostering a culture of fairness, respect, and accountability across the organization.

The same can be accessed at [https://d31scedd5hpubp.cloudfront.net/investor\\_files/Business%20Responsibility%20Policy.pdf](https://d31scedd5hpubp.cloudfront.net/investor_files/Business%20Responsibility%20Policy.pdf)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	79%		
Female	100%	51%	Not applicable	
<b>Total</b>	<b>100%</b>	<b>59%</b>		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not applicable
Other than Permanent Workers	
Permanent Employees	The Company has established a robust grievance reporting mechanism that enables employees to raise concerns through multiple channels, including the HRMS portal, unit-level contacts, a whistleblower hotline, an anti-sexual harassment helpline, and a corporate grievance and well-being channel. These channels operate in accordance with key policies such as the Whistleblower Policy, Anti-Sexual Harassment Policy, Anti-Discrimination Policy, and Code of Conduct, promoting a safe, inclusive, and ethical workplace.
Other than Permanent Employees	

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

Category	FY 2026			FY 2025		
	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)
<b>Total Permanent Employees</b>	4,724	0	0	3,972	0	0
Male	1,985	0	0	1,706	0	0
Female	2,739	0	0	2,266	0	0
<b>Total Permanent Workers</b>						
Male				Not applicable		
Female				Not applicable		

## 8. Details of training given to employees and workers:

Category	FY 2026					FY 2025*				
	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)
<b>Employees</b>										
Male	1,985	398	20%	1,069	54%	1,706	1,391	82%	1,509	88%
Female	2,739	1,314	48%	2,136	78%	2,266	1,903	84%	1,999	88%
<b>Total</b>	<b>4,724</b>	<b>1,712</b>	<b>36%</b>	<b>3,205</b>	<b>68%</b>	<b>3,972</b>	<b>3,294</b>	<b>83%</b>	<b>3,508</b>	<b>88%</b>
<b>Workers</b>										
Male										
Female	Not applicable									
<b>Total</b>										

\*Figures of FY 2025 have been restated to streamline the consolidation approach

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

Category	FY 2026			FY 2025*		
	Total (A)	No. (B)	% (B/A)	Total (D)*	No. (E)*	% (E/D)*
<b>Employees</b>						
Male	1,985	1,791	90%	1,706	1,538	90%
Female	2,739	2,429	89%	2,266	2,032	90%
<b>Total</b>	<b>4,724</b>	<b>4,220</b>	<b>89%</b>	<b>3,972</b>	<b>3,570</b>	<b>90%</b>
<b>Workers</b>						
Male						
Female	Not applicable					
<b>Total</b>						

\*Figures of FY 2025 have been restated to streamline the consolidation approach

## 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 of such system.

Yes, the occupational health and safety management system is in place, which starts with analysing the risks that are associated with the workplace. With the use of existing control measures, how can they be reduced and further, with additional control measures how can they be minimized. The coverage of the system is hospital wide and covers all employees and healthcare workers.

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

Yes, the company is dedicated to cultivating a culture of safety excellence, supported by a comprehensive occupational health and safety management system. This system establishes rigorous protocols for identifying hazards, implementing risk mitigation measures, and ensuring ongoing compliance. Regular internal audits reinforce adherence to industry-leading safety practices. Additionally, the company enhances its safety framework through a Process Safety Management system, demonstrating its steadfast commitment to protecting the well-being of employees and stakeholders.

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

Yes, the company has a standard protocol for reporting work-related hazards, ensuring a transparent and structured approach to workplace safety. A blame-free environment is actively promoted, allowing staff to report concerns without fear of humiliation or repercussions. Additionally, an annual safety culture survey, conducted using the AHRQ tool, provides valuable insights into employees' attitudes and behaviors regarding event reporting, helping to continuously enhance the organization's safety culture.

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

Yes, the organization has a staff well-being policy that takes care of group medical insurance and other related programs.

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

Safety Incident/Number	Category	FY 2026	FY 2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	0
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

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

The Company prioritizes employee well-being by maintaining a safe and healthy workplace through regular training programs and the provision of safety kits, including PPE and essential protective equipment. To prevent contamination and ensure compliance, the Company adheres to all local safety regulations, with most hospitals being NABH-accredited. This commitment to safety and quality reinforces high operational standards, fostering a secure environment for both staff and patients.

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

	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

**14. Assessment for the year:**

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100% (Fire Safety & Electrical Safety audit have been conducted by EDGE)
Working Conditions	

**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

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

Yes, the Company provides a comprehensive benefits package featuring Accidental Death Insurance and Workers' Compensation coverage. These measures offer financial protection for employees and their families in case of work-related fatalities.

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

Yes. Rainbow Hospitals maintains a robust internal control framework through regular audits that verify the timely remittance of all statutory dues. These audits ensure the company's adherence to labour laws and regulations. Furthermore, the company leverages the expertise of a dedicated Labour Law Consultant to assess the compliance posture of outsourced manpower vendors. This comprehensive approach allows the company to demonstrate its unwavering commitment to upholding the highest standards of labour law compliance. By prioritizing these initiatives, the company fosters a culture of transparency, accountability, and rigorous adherence to legal requirements across all its operations.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026	FY 2025	FY 2026	FY 2025
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)

Currently, the Company does not offer any formal transition assistance program

5. Details on assessment of value chain partners:

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

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:****Business should respect the interests of and be responsive to all its stakeholders****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company recognizes stakeholder engagement as essential to understanding expectations, managing risks, maintaining social legitimacy, strengthening credibility, and building trust. Stakeholders include individuals and groups that may directly or indirectly influence, or be influenced by, the Company's operations, activities, technological developments, regulatory changes, market conditions, and broader societal impact. These include patients, healthcare professionals, employees, communities, supply chain partners, clients, investors, regulators, and civil society organizations across all areas of the Company's operations. The Company is committed to engaging with stakeholders in an open and transparent manner to promote collaboration, mutual support, and long-term sustainable relationships.

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

Stakeholder Group	Whether identified as a 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
<b>Investors</b>	No	<ul style="list-style-type: none"> <li>Integrated Annual Report</li> <li>Company's Investor Relations section of website</li> <li>Annual general meeting</li> <li>Quarterly and annual presentations, Press Release and earning calls</li> <li>Announcements to stock exchanges</li> <li>Analyst and Investor meet</li> <li>Newspaper publications</li> </ul>	Quarterly/ ongoing	<ul style="list-style-type: none"> <li>Promote transparent communication of business performance</li> <li>Address investor/analyst queries and concerns</li> <li>Ensure robust corporate governance</li> <li>Share insights on Company strategy and sustainability initiatives</li> </ul>
<b>Government</b>	No	Emails / Community meetings/ In person meeting	Need-based	Representations / Perspective on change in regulations/ upcoming laws
<b>Society</b>	Yes	Social media <ul style="list-style-type: none"> <li>CSR</li> <li>Community building sessions</li> <li>Health and Social Awareness campaigns</li> <li>Health surveys</li> <li>Discussions on medical issues</li> <li>Press conferences</li> </ul>	Need-based	Analysis of the health needs of the society <ul style="list-style-type: none"> <li>Identifying the gap between demand and supply</li> <li>Prevention of illnesses</li> </ul>
<b>Healthcare Professionals</b>	No	Trainings, One-to-One Physician and HOD interactions, Employee Experience Surveys	Continuous	To develop State of the art infrastructure. <ul style="list-style-type: none"> <li>To provide best in class medical facilities trainings specific to their domain</li> </ul>
<b>Employees</b>	No	<ul style="list-style-type: none"> <li>Emails</li> <li>Periodic town hall meetings for bottom-up communication</li> <li>Website</li> <li>Cultural events</li> <li>Structured employee surveys</li> <li>HRMS Portal</li> <li>Notice boards</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Training and development</li> <li>Regular company updates</li> <li>psychological safety</li> </ul>

Stakeholder Group	Whether identified as a 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
Supplier / Partners	No	Digital meetings / In person meetings. Supplier forums, partner events, calls, e-mail	Need Based	<ul style="list-style-type: none"> <li>Performance feedback</li> <li>Recognition and performance feedback</li> <li>Rate contract finalization, RFQs, rate negotiations, and strategic meetings</li> </ul>
Patients/ Customers	Yes	<ul style="list-style-type: none"> <li>Customer relationship management</li> <li>Website and social media</li> <li>Patient support desk and helpline</li> <li>Feedback system and satisfaction surveys</li> <li>SMS notifications</li> <li>Continuous, daily, weekly, or monthly monitoring tailored to stakeholder engagement type</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Timely service availability</li> <li>Service quality and efficiency</li> <li>Cost-effectiveness</li> <li>Service/product innovation</li> <li>Environmental hygiene</li> <li>Patient data privacy (limiting personal data use and shredding documents)</li> </ul>

### 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.**

In line with its Business Responsibility Policy, the Company follows a multi-stakeholder approach to responsible and sustainable business conduct, integrating economic, environmental, and social considerations into decision-making. Stakeholder consultation and engagement on ESG-related matters are undertaken by relevant functional departments through structured and ongoing interactions, as prescribed under the Policy, which emphasizes transparency, accountability, and value-driven engagement with stakeholders. Management periodically consolidates stakeholder feedback on key economic, environmental, and social issues and presents material insights to the Board during its meetings to support informed oversight and decision-making. Where stakeholder engagement is delegated, a defined internal reporting mechanism ensures that significant ESG-related concerns and outcomes are escalated to the Board. This approach enables continuous dialogue, enhances transparency, and reinforces the Company's commitment to addressing stakeholder expectations while advancing its sustainability objectives.

**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 the policies and activities of the entity.**

Yes, the Company systematically integrates stakeholder feedback into its ESG strategy through tools like surveys, materiality assessments, and grievance mechanisms. By engaging diverse groups including employees, suppliers, and partners based on their influence and impact, management identifies high-priority environmental and social topics to guide decision-making. These insights directly shape sustainability policies and CSR initiatives, ensuring that operational actions remain aligned with stakeholder expectations and drive continuous improvement.

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

The Company prioritizes the needs of vulnerable and marginalized groups via inclusive, targeted community programs. We enhance access to vital services, promote equal opportunities, and engage these groups with culturally attuned outreach and grievance channels. Inclusivity drives every effort, delivering tangible benefits to underserved communities

**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 2026			FY 2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	4,724	4,666	99%	3,972	3,237	81%
Other than permanent	1,673	1,509	90%	1,551	1,105	71%
<b>Total Employees</b>	<b>6,397</b>	<b>6,175</b>	<b>97%</b>	<b>5,523</b>	<b>4,342</b>	<b>79%</b>
<b>Workers</b>						
Permanent						
Other than permanent						Not applicable
<b>Total Workers</b>						

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

Category	FY 2026					FY 2025				
	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)
<b>Employees</b>										
<b>Permanent</b>	<b>4,724</b>	<b>520</b>	<b>11%</b>	<b>4,204</b>	<b>89%</b>	<b>3,972</b>	<b>339</b>	<b>9%</b>	<b>3,633</b>	<b>91%</b>
Male	1,985	205	16%	1,780	90%	1,706	160	9%	1,546	91%
Female	2,739	315	12%	2,424	89%	2,266	179	8%	2,087	92%
<b>Other than Permanent</b>	<b>1,673</b>	-	-	-	-	<b>1,551</b>	-	-	-	-
Male	461	-	-	-	-	390	-	-	-	-
Female	1,212	-	-	-	-	1,161	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male										
Female										Not applicable
<b>Other than Permanent</b>										
Male										
Female										

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

- a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	30,75,000	1	28,75,000
Key Managerial Personnel*	2	1,87,29,017	1	24,62,743
Employees other than BoD and KMP	1,983	3,82,476	2,738	3,38,304
Workers	NA		NA	NA

\*1 KMP has joined during the year in the month of Jan 2026, hence only 3 months remuneration is considered.

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

	FY 2026	FY 2025
Gross wages paid to females as % of total wages	48.4%	50.1%

**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, we have a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

Yes. Rainbow Hospitals is steadfastly dedicated to upholding internationally recognized human rights principles and standards. To ensure this commitment is effectively implemented, the company has established robust procedures and processes across its operations to safeguard against any human rights violations. For concerns or grievances, individuals may contact: [Grievance@rainbowhospitals.in](mailto:Grievance@rainbowhospitals.in).

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

	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

	FY 2026	FY 2025
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company is committed to fostering a safe, ethical, and inclusive workplace through its Code of Conduct, gender-neutral anti-harassment policy, and robust Business Responsibility and Risk (BRR) policies. These frameworks enable employees to report human rights concerns without fear of reprisal. Management ensures that all reported issues are thoroughly investigated and addressed in accordance with the Company's policies, while anti-retaliation measures further strengthen a respectful and supportive work environment for all.

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

Yes

**10. Assessment for the year:**

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

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

Not Applicable

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

Not applicable. Business processes were not modified/introduced as a result of addressing human rights grievances/complaints.

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

The Company has not conducted a standalone human rights due diligence during the reporting period. However, respect for human rights is embedded in our governance framework through policies and practices relating to ethical business conduct, equal opportunity, non-discrimination, prevention of sexual harassment, employee health and safety, grievance redressal and compliance with applicable labour laws. The Company continues to monitor these aspects through its existing compliance and governance processes.

**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?**

The Company is committed to creating an inclusive and accessible environment for all employees. In accordance with the Rights of Persons with Disabilities Act, 2016, all its hospitals in India are designed to meet the needs of persons with disabilities. This includes the provision of wheelchairs, ramps, accessible restrooms, and support staff as required, ensuring a barrier-free experience for everyone.

**4. Details on assessment of value chain partners:**

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

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

Not Applicable

**PRINCIPLE 6:****Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	Unit	FY 2026	FY 2025
<b>From renewable sources</b>			
Total electricity consumption (A) (In-house generation)	GJ	1,924.39	2,118.83
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C) – (Open Access)	GJ	29,598.18	28,639.27
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ	<b>31,522.57</b>	<b>30,758.10</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	64,402.8	68,018.53
Total fuel consumption (E)	GJ	19,907	15,091.50
Energy consumption through other sources (F) (Natural Gas)	GJ	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ	<b>84,309.8</b>	<b>83,110.03</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	GJ	<b>1,15,832.37</b>	<b>1,13,868.13</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ turnover in rupees)	GJ/Million INR	6.80	7.82
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/Million INR adjusted to PPP	138.33	161.74
<b>Energy intensity in terms of physical output</b>	GJ/No. of beds	48.77	55.14
<b>Energy intensity</b> (optional)- the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes. Reasonable assurance has been carried out by M/s. Adwin Advisory Private Limited for Financial Year 2025-26.

**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.**

No

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

Parameter	FY 2026	FY 2025
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	-	-
(ii) Ground Water	1,36,194.66	1,41,577.43*
(iii) Third Party Water	59,363.25	32,974.9
(iv) Seawater / desalinated water	-	-
(v) Others (Municipal)	70,407.76	68,479.7*
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,65,965.67</b>	<b>2,43,032.03*</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,50,887.28</b>	<b>1,33,260.12*</b>
<b>Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) in kL/Million INR</b>	8.85	9.16*
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP) in kL/Million INR adjusted to PPP	180.20	189.28*
<b>Water intensity in terms of physical output in kL/No. of beds</b>	63.53	64.53*
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

\*Figures have been restated to align with the revised calculation approach adopted in the current year

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

Yes. Reasonable assurance has been carried out by M/s. Adwin Advisory Private Limited for Financial Year 2025-26.

## 4. Provide the following details related to water discharged:

Parameter	FY 2026	FY 2025
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i) To surface water		
- No treatment	-	-
- With treatment-please specify level of treatment	1,15,078.39	1,09,771.91
ii) To Groundwater		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
iii) To Seawater		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
iv) Sent to third-parties		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
v) Others		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
<b>Total water discharge (in kilolitres)</b>	<b>1,15,078.39</b>	<b>1,09,771.91</b>

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

Yes. Reasonable assurance has been carried out by Adwin Advisory Private Limited for Financial Year 2025-26.

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

No

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

Parameter	Please specify unit	FY 2026	FY 2025
NOx	MT	1.182	2.331
Sox	MT	0.919	1.037
Particulate matter (PM)	MT	1.158	0.907
Persistent organic compounds (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others-please specify	-	NA	NA

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

No

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

Parameter	Unit	FY 2026	FY 2025
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2346.06	2,055.61
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	12,701.66	13,735.96
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	emission intensity per million rupees of turnover	0.88	1.09
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	emission intensity per million rupees of turnover adjusted for Purchasing Power Parity (PPP)	17.97	22.43
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> (in terms of number of beds)	emission intensity per number of bed	6.33	7.65

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

Yes. Reasonable assurance has been carried out by Adwin Advisory Private Limited for Financial Year 2025-26.

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

Yes, the Company has undertaken Solar Rooftop (SRT) installations at its Rajahmundry facility as part of its ongoing commitment to environmental sustainability and clean energy adoption. In addition, solar water heaters have been incorporated into new projects to promote energy efficiency and reduce dependence on conventional energy sources. These renewable energy initiatives contribute significantly to the Company's carbon reduction efforts, with the Solar Rooftop installation expected to avoid approximately 64 tons of carbon emissions annually, while the solar water heaters are estimated to prevent nearly 140 tons of carbon emissions per year. Through these initiatives, the Company continues to strengthen its focus on sustainable infrastructure and responsible environmental stewardship.

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

Parameter	FY 2026	FY 2025
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	5.74	4.06
E-waste (B)	3.48	1.73
Biomedical Waste (C)	365.68	339.17
Construction and demolition waste (D)	0.36	0
Battery waste (E)	0.01	3.55
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) (Waste Oil)	0.97	0.35
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,307.32	935.12
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,683.56</b>	<b>1,283.97</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.098	0.089
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	2.01	1.82
<b>Waste intensity in terms of physical output</b> (in terms of number of beds)	0.70	0.62

Parameter	FY 2026	FY 2025
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
i) Recycled	-	-
ii) Re-used	-	-
iii) Other recovery operations (Co-processing)	-	-
<b>Total</b>	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
i) Incineration	-	-
ii) Landfilling	-	-
iii) Other disposal operations	1,683.56	1,283.97
<b>Total</b>	<b>1,683.56</b>	<b>1,283.97</b>

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

Yes. Reasonable assurance has been carried out by Adwin Advisory Private Limited for Financial Year 2025-26.

**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.**

Waste or scrap materials generated during operations primarily comprise discarded items after use, as well as residual packaging materials arising from product manufacturing and consumption. Based on the level of infection risk and hazardous intensity, waste is strategically classified into two broad categories: Hazardous Waste and Non-Hazardous Waste.

Hazardous Waste is further divided into Solid Hazardous Waste and Liquid Hazardous Waste. Solid Hazardous Waste includes Clinical Hazardous Waste, such as Biomedical Waste (BMW), and Non-Clinical Hazardous Waste, including e-waste and battery waste. Liquid Hazardous Waste comprises medical effluent waste and waste oil generated from operations.

Non-Hazardous Waste is categorised into Solid General Waste, General Scrap, and Liquid Waste, such as treated sewage water from Sewage Treatment Plants (STP). These classifications enable effective waste segregation, safe handling, regulatory compliance, and environmentally responsible disposal practices.

**Categories of Waste:**

**1. Solid Waste**

- **General Waste:** Includes dry waste such as wrappers, paper, and tissues, along with wet waste comprising biodegradable kitchen and food waste.
- **Biomedical Waste (BMW):** Consists of human anatomical waste and contaminated medical materials, managed in strict accordance with the organisation's Biomedical Waste Management Policy and applicable regulatory requirements.
- **Scrap Waste:** Includes recyclable materials such as iron, plastic, cardboard, and other reusable materials, which are disposed of through authorised recycling vendors.
- **E-Waste:** Comprises discarded electrical and electronic equipment, managed in line with ESG guidelines in collaboration with authorised recyclers, including M/s Trittech Systems.

**2. Liquid Waste**

- **Infected Liquids:** Generated from surgical procedures, laboratories, and clinical processes requiring specialised handling and treatment.
- **Waste Oils:** Includes used oil generated from kitchens and diesel generators, which is disposed of through authorised CPCB-approved vendors.
- **Wastewater:** Treated through in-house Sewage Treatment Plant (STP) and Effluent Treatment Plant (ETP) systems prior to safe discharge into municipal drainage systems.

**Waste Disposal Practices**

- General waste is routed through authorised municipal waste management channels.
- Biomedical waste is collected and disposed of through authorised regulatory partners in compliance with biomedical waste management regulations.
- E-waste is systematically collected, safely stored, and periodically disposed of in accordance with the organisation's ESG policy.
- Scrap materials and waste oils are managed through approved vendors, with disposal records maintained for monitoring and traceability.
- Wastewater is treated in compliance with applicable environmental norms to prevent pollution and contamination.

**FY26 Key Initiatives**

1. Transition towards the adoption of sustainable and low-carbon materials across operations.
2. Promotion of recyclable and eco-friendly bags to reduce environmental impact.
3. Increased use of eco-friendly toys in pediatric care areas.
4. Progressive phase-out of plastic bags across facilities and operations.
5. Strengthening waste segregation practices and ensuring authorised disposal of all waste streams.
6. Reinforcement of the "Reduce, Reuse, Recycle" principle across operational activities to enhance resource efficiency and sustainability.

- 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:**

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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

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

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

Yes, the Company is in compliance with all the relevant statutory regulations and guidelines. There were no cases of non-compliances recorded during the financial year.

S. No.	Specify the law/regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is in compliance with all the relevant statutory regulations and guidelines. There were no cases of non-compliances recorded during 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**

**ii) Nature of operations**

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

Parameter	FY 2026	FY 2025
<b>Water withdrawal by source (in kilolitres)</b>		
i) Surface Water	-	-
ii) Ground Water	-	-
iii) Third Party Water	-	-
iv) Seawater / desalinated water	-	-
v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>i) Into Surface water</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>ii) Into Groundwater</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>iii) Into Seawater</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>iv) Sent to third-parties</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>v) Others</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

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.

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

Parameter	Unit	FY 2026	FY 2025
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	emissions per rupee of turnover	-	-
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

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

No

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

NA

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Renewable Energy Commissioning (Solar Roof top) at Rajahmundry	Renewable Energy Commissioning (Solar Roof top) at Rajahmundry	Energy Generation $80 * 4 = 320$ kwh/day, 72000 kwh/year, Carbon emission going to be avoided - 85 M tons/year.
	AHU with VRV control system	Energy Conservation technology used in new projects such as Mahadevpura IVF, Hennur IP, Electronic City in Bangalore and Vijayawada & LB Nagar for efficient energy usage and less carbon emissions	Energy savings - 25 % than conventional HVAC
	Solar Water Heaters and Heat pumps	Green Energy has been implemented in new projects for efficient use of renewable energy and Energy efficient Heat pumps for water heating	<ul style="list-style-type: none"> <li>Heat pumps are 3.5 times more efficient than conventional electric heaters, resulting in energy savings of approximately 18,256 units across two newly commissioned units.</li> <li>Solar water heaters contributed additional savings of approximately 20,296 units of energy.</li> <li>These initiatives generated financial savings of around ₹1.6 lakh and helped avoid approximately 18 tonnes of carbon emissions.</li> </ul>
	LED Lighting system	We executed Energy efficient LED lighting system	50 % more efficient than CFL and conventional Tubes
	Fixing of Retrofit Emission control Device	we fixed RECD - Devices at stack point of DGs for controlling and minimising emissions	As per CPCB it would be 70 to 90 % reduction in emissions ( Particulate mater), co, HC and Nox

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

We prioritize comprehensive disaster management and business continuity to protect lives, assets, and essential healthcare services during natural or man-made crises. Our hospitals leverage a National Emergency Services Network and 24/7 trauma care to handle threats like earthquakes, floods, fires, chemical spills, cyberattacks, and pandemics, supported by annual site-specific risk assessments and updated response plans featuring evacuation protocols, communication strategies, and triage procedures.

#### Preparedness Measures:

Each facility creates tailored evacuation plans from centralized SOPs, conducts quarterly mock drills, and delivers safety training across scenarios. Partnerships with nearby hospitals enable smooth patient transfers during emergencies.

#### Risk Framework:

Our Enterprise Risk Management operates at Corporate, Regional, and Unit levels to identify and mitigate growth-threatening risks. The Audit, Risk & Compliance Committee and Executive Leadership Team review critical risks, while organization-wide Business Continuity and Disaster Management Plans minimize downtime, losses, and disruptions for swift recovery.

**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.**

The Company has not conducted any formal assessment of value chain partners with respect to their direct or indirect environmental impacts during the reporting period..

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

NA

**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.

10

- 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	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
2	Directorate of Medical Education	National
3	Telangana Super Specialty Hospitals Association	State
4	Consortium of Accredited Healthcare Organizations (CAHO)	National
5	Association of Healthcare Providers India (AHPI)	National
6	Confederation of Indian Industry (CII) - Healthcare Council	National
7	Healthcare Federation of India (NATHEALTH)	National
8	Indian Medical Association (IMA)	National
9	National Accreditation Board for Hospitals & Healthcare Providers (NABH)	National
10	Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State

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

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

**Leadership Indicators**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
-	-	-	-	-	-

**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 INR)
Not applicable						

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

Rainbow has established a comprehensive grievance redressal mechanism to ensure that concerns raised by local communities are addressed promptly and effectively. The key channels include:

1. **Multi-Channel Communication Access:**

Rainbow provides a dedicated email ID, toll-free number, and official social media handles through which community members can raise concerns. Any query or complaint received via these channels is promptly directed to the respective operational unit for resolution

2. **On-Ground Public Relations Support:**

Each operational unit is supported by a dedicated Public Relations Officer (PRO). When a concern is raised, the PRO ensures it is communicated to the relevant department or functionary and follows through to facilitate a timely resolution

3. **Engagement with Local Authorities:**

Community members also have the option to report concerns directly to relevant local government authorities such as the Police Department, Health Department, or Municipal Corporation. Rainbow fully cooperates with these authorities to resolve issues.

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

	FY 2026	FY 2025
Directly sourced from MSMEs/ small producers	53%	62%
Directly from within India	100%	100%

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

Location	FY 2026	FY 2025
Rural	0	-
Semi-urban	0	-
Urban	1.2%	-
Metropolitan	98.7%	100%

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

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
Not applicable			

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Support to Emerging Sports Talent – Sanjana Sirimalla from Telangana, India	1	100
2	Swarna Bharat Trust	887	45.65
3	Datri Blood Stem Cell Donors Registry	56	35.71

**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.**

The Company has established a multi-channel customer feedback and grievance redressal mechanism through its website, dedicated email ID ([queries@rainbowhospitals.in](mailto:queries@rainbowhospitals.in)), call centre, SMS-based feedback, Google Business Profiles, social media platforms and its in-house application. All feedback and complaints are routed to the respective unit or department for timely resolution. The Company continues to strengthen its customer engagement framework through enhanced and centralised feedback management processes.

All feedback is shared with relevant teams for action, and the process is being upgraded with new, centralized touchpoints

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

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

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

	FY 2026		Remarks	FY 2025		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	30 *	3	-	21	7	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Others (Products defects reported)	Nil	Nil	-	Nil	Nil	-

Notes : (Includes past/pending cases; if received during the year, the total number of complaints/cases stood at 10 as on March 31, 2026)

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

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

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

Rainbow Hospitals is committed to protecting personal privacy through a strong cybersecurity framework and data privacy policy. It follows industry standards with continuous monitoring, risk assessments, and staff training. The privacy policy, available at <https://www.rainbowhospitals.in/terms-and-conditions>, outlines how personal information is collected, used, and secured.

**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.**

None

**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**

NIL

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

The website features details regarding the company's healthcare services. The link for the website is <https://www.rainbowhospitals.in/>

**LinkedIn:** <https://in.linkedin.com/company/rainbow-hospital>

**Instagram:** <https://www.instagram.com/rainbowchildrenshospitals/?hl=en>

**Twitter:** [https://twitter.com/rch\\_india?lang=en](https://twitter.com/rch_india?lang=en)

**Facebook:** <https://www.facebook.com/rainbowchildrenshospitals>

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

Not applicable, owing to the nature of the business

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

Rainbow engaged a leading consulting firm for a comprehensive Risk Assessment study to identify key vulnerabilities. Immediate corrective actions were implemented upon detection. Additionally, the company selected AWS as its website hosting platform, leveraging AWS's built-in Business Continuity Planning (BCP) features to ensure reliable availability.

**4. A. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)**

Not Applicable

**B. If yes, provide details in brief.**

NA

**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)**

Rainbow Children's Medicare Limited regularly surveys customer satisfaction across key services and major locations. Patient feedback is gathered primarily via SMS for OPD and call center services, supplemented by Net Promoter Scores (NPS) from outpatient and inpatient forms. The company also tracks Google My Business (GMB) ratings closely.

# ADWIN ADVISORY PRIVATE LIMITED



## Independent Assurance Statement

### Independent Assurance Statement to Rainbow Children's Medicare Limited on its BRSR Core Report for FY 2025-26

#### TO THE BOARD OF DIRECTORS OF RAINBOW CHILDREN'S MEDICARE LIMITED

1. We, Adwin Advisory Private Limited ("Adwin"), have undertaken a **reasonable assurance engagement** for RAINBOW CHILDREN'S MEDICARE LIMITED (the "Company"), pursuant to our engagement letter dated **January 31, 2026**, in respect of the selected sustainability information comprising the **nine BRSR Core indicators** (the "Identified Sustainability Information") for the period **April 1, 2025 to March 31, 2026** (the "Reporting Period").

The Identified Sustainability Information forms part of the Business Responsibility and Sustainability Report ("BRSR") prepared by the Company for the above-mentioned period. This engagement was conducted by our multidisciplinary team, including assurance practitioners, environmental engineers, and specialists.

#### 2. Identified Sustainability Information

The scope of our reasonable assurance engagement is limited to the nine BRSR Core indicators, as detailed in Appendix I of this report (the "Identified Sustainability Information"). The reporting boundary for these disclosures is in accordance with Question 13 of Section A: General Disclosures of the BRSR. Any specific exclusions or deviations from this boundary, where applicable, have been appropriately disclosed by the Company through notes under the respective questions in the BRSR.

#### 3. Criteria

The Identified Sustainability Information has been prepared by the Company in accordance with the following criteria:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;

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- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 (the "SEBI Master Circular");
- SEBI Press Release PR No.36/2024 dated December 18, 2024; – Industry Standards on Reporting of BRSR Core as per SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/ CIR/2024/177 dated December 20, 2024; and
- SEBI Circular SEBI/HO/CFD/CFD - PoD- 1/P/ CIR/2025/42 dated March 28, 2025.

### **4. Management's Responsibility**

- The preparation, content, and presentation of the information included in the Report are the sole responsibility of the Company's management. Adwin has not participated in the preparation or development of any of the underlying information contained in the Report.
- The Company's management is also responsible for the preparation and presentation of the other information included in the BRSR, excluding the Identified Sustainability Information and our independent assurance report thereon.
- Our responsibility is limited to expressing an independent, reasonable assurance opinion on the text, data, and statements falling within the defined scope of this engagement, in accordance with the agreed terms of reference, and for the purpose of informing the Company's management. We do not accept or assume any responsibility beyond the scope of this engagement.
- This assurance statement should not be relied upon for assessing or interpreting the overall performance of the Company, except in relation to the specific matters covered within the defined scope of assurance.

### **5. Inherent Limitations**

The limited availability of well-established frameworks and practices for evaluating and measuring non-financial information may result in the use of varied, yet acceptable, measurement approaches and techniques. Consequently, this may impact the comparability of such information across different companies.

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### **6. Our Independence and Quality Control**

We, Adwin Advisory Pvt. Ltd., have maintained our independence throughout this engagement and have complied with applicable ethical principles, including integrity, objectivity, professional competence and due care, confidentiality, and professional behavior, in accordance with relevant regulatory requirements and internationally accepted assurance practices. We confirm that our team possesses the necessary competencies, capabilities, and experience to perform this reasonable assurance engagement.

Further, we have established and maintain a quality management system designed to ensure compliance with applicable professional standards and regulatory requirements, including documented policies and procedures governing ethical conduct, engagement performance, and quality control.

### **7. Our Responsibility**

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information set out in Appendix I, based on the procedures performed and the evidence obtained during the course of our engagement.


We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, and, where relevant, ISAE 3410, Assurance Engagements on Greenhouse Gas Statements (collectively referred to as the "Standards").

These Standards require that we plan and perform the engagement to obtain reasonable assurance as to whether the Identified Sustainability Information included in the Report has been prepared, in all material respects, in accordance with the defined criteria.

### **8. Reasonable Assurance**

A reasonable assurance engagement entails the identification and assessment of risks that could lead to material misstatement in the Identified Sustainability Information, whether arising from fraud or error, and the design and execution of procedures to address such risks in the given context. The nature and extent of procedures performed were determined based on our professional judgment and included, among others, making inquiries, observing key processes, reviewing relevant documentation, assessing the suitability of measurement and reporting methodologies, performing analytical procedures, and verifying information through

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reconciliation with underlying records.

The assurance procedures are performed at the corporate level and for hospitals and locations listed in the reporting boundaries of BRSR under Section A of the BRSR Report.

Considering the nature and scope of this engagement, our procedures included the following:

- Gaining an understanding of the Identified Sustainability Information and the related disclosures presented in the Report;
- Obtaining an understanding of the assessment criteria and their suitability for the evaluation and / or measurement of the Identified Sustainability Information;
- Conducting discussions with relevant personnel, including members of management and teams such as environment, energy, sustainability, compliance, and human resources, as well as individuals responsible for the preparation of the Report;
- Understanding and assessing the design of key systems, processes, and internal controls established for capturing, processing, and reporting the Identified Sustainability Information across the corporate office and plants on a sample basis. This also involved determining whether such controls have been implemented through procedures performed beyond inquiries;
- Based on the above understanding and risk assessment, determining the appropriate nature, timing, and extent of further assurance procedures;
- Reviewing key assumptions, emission factors, and methodologies adopted for the quantification of greenhouse gas (GHG) emissions;
- Assessing the processes followed by the Company for compiling sustainability data, including verification through sample-based reconciliation with underlying records; and
- Evaluating, on a sample basis, the consolidation of data from various plants and offices within the defined reporting boundary to assess completeness of the information reported.

Based on the procedures performed and the evidence obtained, we believe that the evidence is sufficient and appropriate to provide a reasonable basis for our assurance opinion.

### **9. Exclusions**

Our assurance engagement was limited to the Identified Sustainability Information

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set out in Appendix I, and accordingly, our opinion does not extend to the following:

- Any operations of the Company that fall outside the reporting boundary defined for the Identified Sustainability Information;
- Any sections, disclosures, or data (whether qualitative or quantitative) within the Report other than the Identified Sustainability Information; and
- Statements that describe the Company's views, beliefs, aspirations, expectations, or forward-looking statements.

### 10. Reasonable Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, in our opinion, the Identified Sustainability Information listed in Appendix I and presented in the Report for the financial year April 1, 2025 to March 31, 2026 is prepared, in all material respects, in accordance with the Criteria as stated in point 3 above.

### 11. Restriction on Use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.


**For or on behalf Adwin Advisory Private Limited**

**Sd/-**  
**Ankita Kothari**  
Director

**Sd/-**  
**Sanskar Mittal**  
Technical Reviewer

Date: May 15, 2026

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### Appendix I

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

S.No.	BRSR Core Attributes	BRSR Core Indicators
1.	Greenhouse Gas (GHG) Footprint	<ul style="list-style-type: none"> <li>Total Scope 1 emissions</li> <li>Total Scope 2 emissions</li> <li>GHG Emission Intensity (Scope 1 + 2)</li> </ul>
2.	Water Footprint	<ul style="list-style-type: none"> <li>Total water consumption</li> <li>Water consumption intensity</li> <li>Water discharge by destination and levels of treatment</li> </ul>
3.	Energy Footprint	<ul style="list-style-type: none"> <li>Total energy consumed</li> <li>Percentage of energy consumed from renewable sources</li> <li>Energy intensity</li> </ul>
4.	Embracing Circularity	<ul style="list-style-type: none"> <li>Plastic waste</li> <li>E-waste</li> <li>Bio-medical waste</li> <li>Construction and demolition waste</li> <li>Battery waste</li> <li>Radioactive waste</li> <li>Other hazardous waste</li> <li>Other non-hazardous waste</li> <li>Total waste generated</li> <li>Waste intensity</li> <li>Total waste recovered through recycling, re-using, or other recovery operations</li> <li>Total waste disposed by nature of disposal method</li> </ul>
5.	Employee Well-being and Safety	<ul style="list-style-type: none"> <li>Spending on measures towards employee well-being as a percentage of total revenue from operations of the company</li> <li>Details of safety-related incidents for employees</li> </ul>

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S.No.	BRSR Core Attributes	BRSR Core Indicators
6.	Enabling Gender Diversity in Business	<ul style="list-style-type: none"> <li>Gross wages paid to females as a percentage of total wages paid</li> <li>Complaints on POSH</li> </ul>
7.	Enabling Inclusive Development	<ul style="list-style-type: none"> <li>Input material sourced from MSMEs/small producers as a percentage of total purchases directly sourced from MSMEs/small producers and directly from within India</li> <li>Job creation in smaller towns – wages paid to persons employed in smaller towns as a percentage of total wage cost</li> </ul>
8.	Fairness in Engaging with Customers and Suppliers	<ul style="list-style-type: none"> <li>Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events</li> <li>Number of days of accounts payable</li> </ul>
9.	Open-ness of Business	<ul style="list-style-type: none"> <li>Concentration of purchases and sales done with trading houses, dealers, and related parties</li> <li>Loans and advances and investments with related parties</li> </ul>

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