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PHONE



**Transpek Industry Limited**

Reg. Office:  
4th Floor, Lilleria 1038  
Gotri - Sevasi Road  
Vadodara - 390021. Gujarat, (India)

**Date: 30<sup>th</sup> August, 2024**

To,  
BSE Limited  
P.J. Towers, Dalal Street,  
Fort, Mumbai - 400 001

**Ref: Scrip Code: 506687**

**Sub: Submission of BRSR Report for the year ended 31<sup>st</sup> March, 2024.**

Dear Sir/Madam,

Please find attached herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year ended 31<sup>st</sup> March, 2024.

Please take the same on your record.

Thanking You,  
Yours faithfully,  
**For Transpek Industry Limited**

**Alak D. Vyas**  
**Company Secretary &**  
**Compliance Officer**

Alak/Richa



Works:  
At. & Post: Ekalbara  
Taluka: Padra  
Dist.: Vadodara - 391 440  
Gujarat (India)  
Ph.: +91-2662-244444, 244318, 244309  
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Company Identification No.: L23205GJ1965PLC001343

[www.transpek.com](http://www.transpek.com)  
WEBSITE  
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EMAIL

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(As per Regulation 34(2)(f) of SEBI  
(LODR) Regulations, 2015)



## SECTION A : GENERAL DISCLOSURE

**Note:** The report for the year ended 31<sup>st</sup> March, 2024 has been prepared and compiled with different understanding as compared to the report of the previous year and hence there are some changes in the figures reported in the previous year.

### I. DETAILS OF THE LISTED ENTITY:

1	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L23205GJ1965PLC001343
2	<b>Name of the listed entity</b>	Transpek Industry Limited
3	<b>Year of incorporation</b>	1965
4	<b>Registered office address</b>	4 <sup>th</sup> Floor, Lilleria 1038, Gotri – Sevasi Road, Vadodara, 390021
5	<b>Corporate address</b>	
6	<b>E-mail</b>	<a href="mailto:secretarial@transpek.com">secretarial@transpek.com</a>
7	<b>Telephone</b>	0265-6700300
8	<b>Website</b>	<a href="http://www.transpek.com">www.transpek.com</a>
9	<b>Financial year for which reporting is being done</b>	1 <sup>st</sup> April, 2023 to 31 <sup>st</sup> March, 2024
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited
11	<b>Paid-up capital</b>	₹ 558.56 Lakhs
12	<b>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: Alak D. Vyas, Company Secretary & Compliance Officer (O): 0265-6700300 (Extn): 328 <a href="mailto:alak.vyas@transpek.com">alak.vyas@transpek.com</a>
13	<b>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>	Standalone basis
14	<b>Name of assurance provider</b>	Not Applicable
15	<b>Type of assurance obtained</b>	Not Applicable



## II. PRODUCTS/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.	Manufacturing	Chemical and Chemical Products	100.00%

### 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.	Acid Chlorides	2011	100.00%

## 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	01	02	03
International	NIL	NIL	NIL

### 19. Markets served by the entity : National and International

#### a. Number of locations:

Locations	Number
National (No. of states)	07
International (No. of countries)	16

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

88.00% of the total turnover of the Company.

#### c. A brief on types of customers:

The Company serves customers in various segments such as Polymers, Pharmaceuticals, Specialty and Agrochemicals. Our customer base includes some of the multinationals in the said field along with the major pharma and specialty industries in India.

## IV. EMPLOYEES

### 20. Details as at the end of 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)	319	286	89.66%	33	10.34%
2.	Other than Permanent (E)	24	24	100.00%	0	0.00%
<b>3.</b>	<b>Total Employees (D+E)</b>	<b>343</b>	<b>310</b>	<b>90.38%</b>	<b>33</b>	<b>9.62%</b>
<b>WORKERS</b>						
4.	Permanent (F)	261	261	100.00%	0	0.00%
5.	Other than Permanent (G)	332	330	99.40%	2	0.60%
<b>6.</b>	<b>Total Workers (F+G)</b>	<b>593</b>	<b>591</b>	<b>99.66%</b>	<b>2</b>	<b>0.34%</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)	5	2	40.00%	3	60.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
<b>3.</b>	<b>Total differently abled employees (D+E)</b>	<b>5</b>	<b>2</b>	<b>40.00%</b>	<b>3</b>	<b>60.00%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	6	6	100.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
<b>6.</b>	<b>Total differently abled workers (F+G)</b>	<b>6</b>	<b>6</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>

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

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	12	1	8.33%
Key Management Personnel*	4	0	0.00%

\* Key Management Personnel includes the Managing Director and Joint Managing Director who are also covered in the total of Board of Directors.

**22. Turnover rate for permanent employees and workers: (disclose trends for past 3 years)**

	2023-24 (Turnover rate in current FY)			2022-23 (Turnover rate in previous FY)			2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	4.51%	0.35%	4.85%	9.49%	6.67%	16.16%	7.25%	13.04%	20.29%
<b>Permanent Workers</b>	1.04%	0.00%	1.04%	0.38%	0.00%	0.38%	0.40%	0.00%	0.40%

Note: Manpower strength is considered on the last day of the financial year i.e. 31<sup>st</sup> March.

**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES):**
**23. (a) Names of holding/subsidiary/associate companies/joint ventures**

Sr. 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 listed entity? (Yes/No)
1.	Transpek Creative Chemistry Private Limited	Wholly Owned Subsidiary	100.00%	N.A.

**VI. CSR DETAILS:**








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

(ii) Turnover (in ₹): 5,79,62,67,553.09/-

(iii) Net worth (in ₹): 4,26,24,50,788.59/-

(The above figures of turnover &amp; net worth pertain to current FY i.e., 2023-24)

**VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES:****25. Complaints/Grievances on any of the principles (Principles 1-9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	2023-24 Current Financial Year			2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
 <b>Communities</b>	<a href="https://www.transpek.com/contact-us/">https://www.transpek.com/contact-us/</a>	0	0	-	0	0	-
 <b>Investors (other than shareholders)</b>	<a href="https://www.transpek.com/contact-us/">https://www.transpek.com/contact-us/</a>	0	0	-	0	0	-
 <b>Shareholders</b>	investorrelations@transpek.com ; and <a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>	35	0	All complaints were resolved	32	0	All complaints were resolved
 <b>Employees and workers</b>	<a href="https://www.transpek.com/policies-and-other-information/">https://www.transpek.com/policies-and-other-information/</a>	0	0	-	0	0	-
 <b>Customers</b>	<a href="https://www.transpek.com/contact-us/">https://www.transpek.com/contact-us/</a>	25	0	All complaints were resolved	25	0	All complaints were resolved
 <b>Value Chain Partners</b>	<a href="https://www.transpek.com/contact-us/">https://www.transpek.com/contact-us/</a>	0	0	-	0	0	-
 <b>Others (please specify)</b>	<a href="https://www.transpek.com/contact-us/">https://www.transpek.com/contact-us/</a>	0	0	-	0	0	-

## 26. Overview of the entity's material responsible business conduct issues:

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

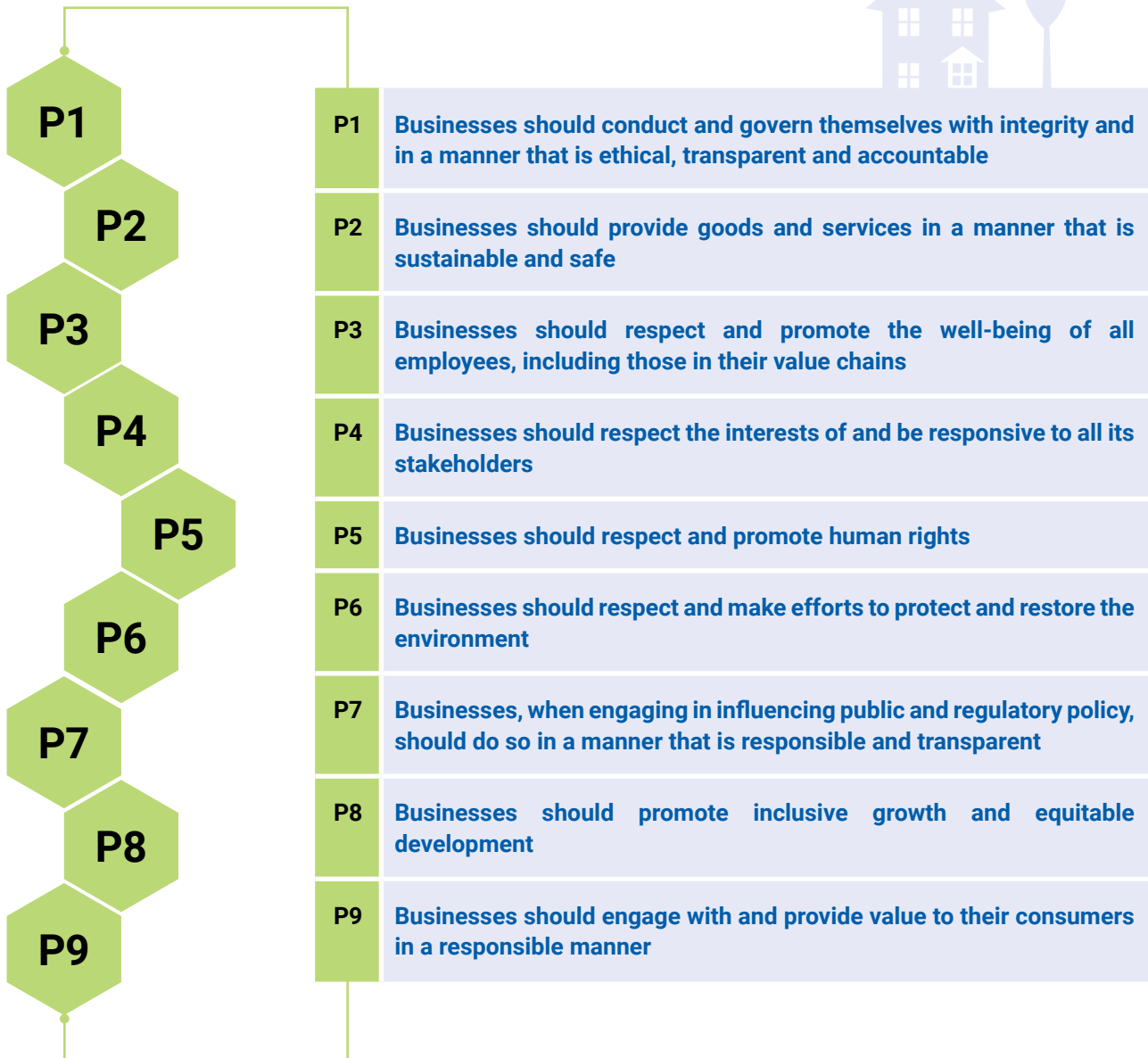
Negative  
 Positive  
 Opportunity  
 Risk

Sr. 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.	<b>Safety</b>		Accident and Injury can affect productivity, integrity and morale.	Achieve zero accident, increasing training and awareness, good manufacturing practices. Regular review of safety risks and mitigation plans by Senior Officials, Risk Management Committee and Board of Directors. Continuous safety improvement initiatives are taken. Structured process safety management is established.	
2.	<b>Environment</b>		Pollution due to manufacturing of chemicals, planning for reduction of carbon emissions	Reductions planned through energy conservation activities, sourcing energy from renewable resources.	
3.	<b>CSR</b>		Developmental projects to create a positive impact and improve community relations	Impacting neighbouring communities through programmes like skill development, health and awareness programmes, special education programme	
4.	<b>Resource Conservation</b>		Planning for reduction of pollution and carbon emissions	Use of alternate and renewable source of energy. Conducting various energy conservation activities. Reuse & Recycle materials to conserve natural resource.	

## 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.

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:



P1	<b>P1</b> Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	<b>P2</b> Businesses should provide goods and services in a manner that is sustainable and safe
P3	<b>P3</b> Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	<b>P4</b> Businesses should respect the interests of and be responsive to all its stakeholders
P5	<b>P5</b> Businesses should respect and promote human rights
P6	<b>P6</b> Businesses should respect and make efforts to protect and restore the environment
P7	<b>P7</b> Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	<b>P8</b> Businesses should promote inclusive growth and equitable development
P9	<b>P9</b> Businesses should engage with and provide value to their consumers in a responsible manner



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. <b>Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs (Yes/No)</b>	Yes								
b. <b>Has the policy been approved by the Board? (Yes/No)</b>	Approval of the Board is obtained for policies like CSR, Whistle Blower, Code of Conduct and Ethics. Other Policies where approval of Board was not mandatory, were approved by Management.								
c. <b>Web-link of the policies, if available</b>	<a href="https://www.transpek.com/policies-and-other-information/">https://www.transpek.com/policies-and-other-information/</a>								
2. <b>Whether the entity has translated the policy into procedures. (Yes/No)</b>	Yes wherever they were required to be translated.								
3. <b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	We extend policies to value chain partners wherever it is applicable.								
4. <b>Names 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>	QMS ISO 9001:2015, EMS ISO 14001:2015, OHSMS ISO 45001:2018 and EnMS ISO 50001:2018. Ecovadis Bronze Rating and Responsible Care.								
5. <b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	The Company is in process of setting goals and targets with defined timelines.								
6. <b>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	Not Applicable								
<b>Governance, leadership, and oversight</b>									
7. <b>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>	<ul style="list-style-type: none"> <li>➤ The Company is committed to integrate its Environmental, Social and Governance (ESG) principles into its businesses for improving the quality of life of the community it serves. Environmental aspects cover Climate, Natural resources, Bio-diversity, Waste Water Management etc. The Company has established policies for Safety Health and Environment (EHS).</li> <li>➤ The Company is also recognised as "Responsible Care Company". We have received certification for Responsible Care for a period of three years from June, 2023 to June, 2026.</li> <li>➤ The Company is committed to conduct beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair. The Company also operates and contributes to inclusive development of the neighbouring community. Apart from this, the Company has its separate policy for code of conduct, Whistle Blower Policy and POSH.</li> </ul>								
8. <b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>	Shri Bimal V. Mehta, Managing Director and Shri Avtar Singh, Joint Managing Director jointly.								
9. <b>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 Committee does not have specific committee of Directors but the Board of Directors from time to time reviews the implementation of policy and provides valuable direction and guidance to the management to ensure that safety and sustainability points are duly addressed in business aspects.								



## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by the 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
<b>Performance against above policies and follow up action</b>	Review is undertaken by the Board from time to time. Their suggestions are incorporated by making necessary changes in the procedures. Review frequency is quarterly.																	
<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>	The Company is in compliance with the statutory requirements as applicable and a Compliance Certificate on applicable laws is provided by the Managing Director, Joint Managing Director and Company Secretary. Review frequency is quarterly.																	

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
Principles 2, 3 and 6 were assessed by external agencies. They were TUV SUD South Asia Pvt. Ltd and Indian Chemical Council.								

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

Not Applicable





## 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 covered 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	0	0	0.00%
 Key Managerial Personnel	11	Code of Conduct, POSH Training, ISO Training, Safety Training	100.00%
 Employees other than BOD and KMPs	505	Code of Conduct, POSH Training, ISO Training, Safety Training	100.00%
 Workers	63	POSH Training, ISO Training, Safety Training	79.00%

##### 2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, 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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

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

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
-	-

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

Yes, the Company does have an Anti-Corruption Policy. The Company also has adopted the Whistle Blower Policy to provide a formal mechanism for the Directors, employees and other external stakeholders to report about unethical behaviour, actual or suspected fraud. These policies are available on <https://www.transpek.com/wp-content/uploads/2023/05/Policy-for-Employees-Ethical-Practices.pdf>

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	2023-24 (Current Financial Year)		2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	-	0	-

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:

None

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

	FY (Current Financial Year)	FY (Previous Financial Year)
Number of days of accounts payables	53.00	42.00

## 9. Open-ness of business:

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

Parameter	Metrics	FY (Current Financial Year)	FY (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	32.00%	37.00%
	b. Number of trading houses where purchases are made from	21	23
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	31.00%	34.00%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales.	80.00%	60.00%
	b. Number of dealers/distributors to whom sales are made.	4	4
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors.	100.00%	100.00%
Shares of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	-	-
	b. Sales (Sales to related parties/ Total Sales)	0.10%	0.33%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

## LEADERSHIP INDICATORS:

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Safe transportation of Hazardous Chemicals	Approximately 10%-15%

### 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 for the same:

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or body corporate, firms, NGO's or other association of individuals including the shareholding. Further, a declaration is also taken annually from Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or association they have, does not involve any conflict of interest with Company's operations and their role as Director of the Company. In the Audit Committee and the Board Meetings, the Directors abstain from participating in the items in which they are interested or concerned. For identifying and tracking conflict of interest of directors, the Secretarial team maintains a database of the Directors and the entities in which they are interested. The list is shared with the Accounts, Finance and Marketing Department for ensuring proper safeguards for related party transactions and to seek prior approval of the Committee and the Board of Directors.

**PRINCIPLE 2:**

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

**ESSENTIAL INDICATORS:**

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts (both years)
R&D	₹ 200.00 Lakhs	₹ 65.00 Lakhs	Upgradation of R&D and new products development from waste products.
Capex	₹ 762.00 Lakhs	₹ 265.60 Lakhs	Energy Conservation Activities and process improvement activities.

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?**

80.00%



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

- a) Plastics (including packaging): Contaminated Plastic packaging material, composite HDPE drums are disposed to the GPCB authorised vendor.
- b) E-waste: Not Applicable for reclaim products.
- c) Hazardous waste: Hazardous waste is sent to TSDF for disposal, CHWIF or own incineration as per SPCB guideline and also sent for pre-processing/ co-processing.
- d) Other waste: None

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 the Pollution Control Boards? If not, provide steps taken to address the same. Yes, EPR is applicable to the Company. The waste collection plan is in line with the Extended Producer Responsibility (EPR) Plan submitted to the Pollution Control Board. The Company has also registered itself as a Brand Owner and Importer for sending its Plastic Waste for recycling from authorised recycler pursuant to provisions of Hazardous Waste Management Rules, 2016.

**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: The Company has not conducted Life Cycle Perspective/Assessments (LCA) for any of its products.**

NIC Code	Name of products/service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If Yes, provide the web-link
-	-	-	-	-	-

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

Name of Product/Service	Description of the risk/concern	Action Taken
-	-	-



**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	
	2023-24 Current Financial Year	2022-23 Previous Financial Year
Sulphur Dioxide (So2)	28.00%	32.10%

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

	2023-24 Current Financial Year			2022-23 Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
 Plastics (including packaging)	0.00	0.00	0.00	0.00	0.00	0.00
 E-waste	0.00	0.00	0.00	0.00	0.00	0.00
 Hazardous Waste	0.00	0.00	0.00	0.00	0.00	0.00
 Other waste	0.00	0.00	0.00	0.00	0.00	0.00

**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
Acid Chlorides	1.24%
SOL	0.80%

Note: This data is not for end of life of reclaimed products.



**PRINCIPLE 3:**

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

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

Category	Total (A)	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	286	286	100.00%	286	100.00%	NA	NA	NA	NA	NA	NA
Female	33	33	100.00%	33	100.00%	33	100.00%	NA	NA	NA	NA
<b>Total</b>	<b>319</b>	<b>319</b>	<b>100.00%</b>	<b>319</b>	<b>100.00%</b>	<b>33</b>	<b>100.00%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Employees</b>											
Male	24	24	100.00%	24	100.00%	NA	NA	NA	NA	NA	NA
Female	0	0	0.00%	0	0.00%	0	0.00%	NA	NA	NA	NA
<b>Total</b>	<b>24</b>	<b>24</b>	<b>100.00%</b>	<b>24</b>	<b>100.00%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

**1. b. Details of measures for the well-being of workers**

Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	261	261	100.00%	261	100.00%	NA	NA	NA	NA	NA	NA
Female	0	0	0.00%	0	0.00%	0	0.00%	NA	NA	NA	NA
<b>Total</b>	<b>261</b>	<b>261</b>	<b>100.00%</b>	<b>261</b>	<b>100.00%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent Workers</b>											
Male	330	311	100.00%	19	100.00%	NA	NA	NA	NA	NA	NA
Female	2	2	100.00%	0	0.00%	0	0.00%	NA	NA	NA	NA
<b>Total</b>	<b>332</b>	<b>313</b>	<b>100.00%</b>	<b>19</b>	<b>100.00%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

	FY Current Financial Year	FY Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.71%	0.16%



**2. Details of retirement benefits, for current FY and Previous Financial Year:**

Benefits	2023-24 Current Financial Year			2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	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/NA)
PF	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	12.23%	9.20%	Y	47.00%	22.00%	Y
Others – Please specify	-	-	-	-	-	-

Note: The data in the above table covers permanent employees and workers. Other than those are not covered.



**3. Accessibility of workplaces:**

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

**4. Does the entity have an equal opportunity as per the rights of the persons with Disability Act, 2016? If so, provide web link to the policy?**

No.

**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	Retention Rate
 Male	NA	NA	NA	NA
 Female	2	100.00%	0	0.00%
<b>Total</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If Yes, give details of the mechanism in brief. Yes. Details are as under**

Mechanism in brief	
Permanent Employees	Grievance is received either through email, letter or in person. Grievance redressal committee registers the complaint, investigates the complaint by gathering data, validating, analysing the data and thereafter give their observation and recommendations. These are reviewed by the Managing Director. If needed, matter can be taken up before the Audit Committee and Board of Directors.
Other than permanent employees	
Permanent Workers	
Other than permanent workers	

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

Category	2023-24 Current Financial Year			2022-23 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or union (D)	% (C/D)
<b>Total Permanent Employees</b>	<b>319</b>	<b>0</b>	<b>0.00%</b>	<b>281</b>	<b>1</b>	<b>0.36%</b>
- Male	286	0	0.00%	255	1	0.39%
- Female	33	0	0.00%	26	0	0.00%
<b>Total Permanent Workers</b>	<b>261</b>	<b>261</b>	<b>100.00%</b>	<b>266</b>	<b>266</b>	<b>100.00%</b>
- Male	261	261	100.00%	266	266	100.00%
- Female	0	0	0.00%	0	0	0.00%

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

Category	2023-24 Current Financial Year					2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	310	310	100.00%	253	81.61%	255	255	100.00%	186	72.94%
Female	33	33	100.00%	25	75.76%	26	26	100.00%	16	61.53%
<b>Total</b>	<b>343</b>	<b>343</b>	<b>100.00%</b>	<b>278</b>	<b>81.05%</b>	<b>281</b>	<b>281</b>	<b>100.00%</b>	<b>202</b>	<b>71.89%</b>
<b>Workers</b>										
Male	591	591	100.00%	545	92.22%	266	266	100.00%	266	100.00%
Female	2	2	100.00%	2	100.00%	0	0	0.00%	0	0.00%
<b>Total</b>	<b>593</b>	<b>593</b>	<b>100.00%</b>	<b>547</b>	<b>92.24%</b>	<b>266</b>	<b>266</b>	<b>100.00%</b>	<b>266</b>	<b>100.00%</b>

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

Category	2023-24 Current Financial Year			2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	286	286	100.00%	255	255	100.00%
Female	33	33	100.00%	26	26	100.00%
<b>Total</b>	<b>319</b>	<b>319</b>	<b>100.00%</b>	<b>281</b>	<b>281</b>	<b>100.00%</b>
<b>Workers</b>						
Male	261	261	100.00%	248	248	100.00%
Female	0	0	0.00%	0	0	0.00%
<b>Total</b>	<b>261</b>	<b>261</b>	<b>100.00%</b>	<b>248</b>	<b>248</b>	<b>100.00%</b>

An online system for performance and career development reviews of employees and workers is followed.

**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 implemented by the Company which is certified to ISO 45001-2018 standards. This covers activities at factory premises and corporate office, ensuring the health and safety of employees, contractors, visitors and relevant stakeholders.

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

The Company has put in place a robust framework for managing risk factors in technical and commercial areas to prevent incidents, injuries, occupational disease etc. Considering the hazards associated with hazardous chemicals being used, the Company carries out Risk Assessment; HAZOP Study of the risk factors and reviews regularly. The Company also carries out Quantitative and Qualitative Risk Assessment, The Company also has a Risk Management Committee of Directors which oversees the Risk factors and the mitigating actions to mitigate the risks involved. Their suggestions and recommendations are implemented by the Company in its factory premises to ensure that risks are minimized. The Company has also formed a safety committee at the factory premises to oversee effectiveness of safety measures and to ensure corrective actions are taken.

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

Yes. The Company's factory premises has a specific procedure to report work-related hazards, injuries, unsafe condition and unsafe act. The employees are encouraged to report near miss incidents through a register. These are compiled by a team of experts. Meetings of the Safety Committee are also held periodically to review reports received on work-related hazards and necessary actions are taken to eradicate such risks from reoccurring. The Company also conducts pre start up safety reviews, walk through process is followed and HIRA study and reporting is done to report work related hazards and take corrective actions to remove risks associated.

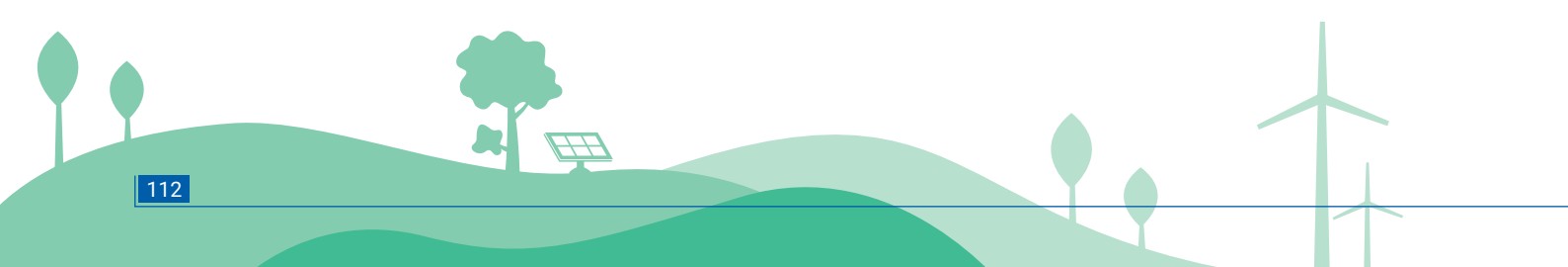
**d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No).**

Yes.


**11. Details of Safety Related Incidents, in the following format:**

Safety Incident/Number	Category	2023-24	2022-23
		Current Financial Year	Previous Financial Year
Lost time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.59
Total recordable work-related injuries	Employees	0.00	0.00
	Workers	0.00	2.00
No. of fatalities	Employees	0.00	0.00
	Workers	0.00	0.00
High consequence work related injury or ill health (excluding fatalities)	Employees	0.00	0.00
	Workers	0.00	0.00

Note: Data covers cases reportable for the factory premises.



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

The Company is committed to continuously implement Environment, Health and Safety (EHS) practices through constant improvements. It is monitored at Board level by all the Directors of the Company. The Company reviews and monitors sustainability, safety, risk factors, health and environment activities regularly. The Company also places a strong emphasis on ensuring occupational health and safety of the employees and surrounding population and has very effective safety management systems in place. The Company is taking many steps towards carbon emission reduction through energy conservation and using renewable energy source. A fully functional Occupational Health Centre (OHC) with 24 x 7 males nurse, day time Factory Medical Officer and adequate medical facilities are present at the manufacturing site. The Company has tied up with specialised hospitals to treat employees as and when required. In its continuous endeavour for improved safety practices, the Company is targeting zero accidents and incidents at its site and is working on aligning its existing procedures to meet the said target.

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

	2023-24 Current Financial Year			2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0.00	0.00	-	0.00	0.00	-
Health & Safety	0.00	0.00	-	0.00	0.00	-

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100.00%
Working Conditions	100.00%

Note: The assessment only covers Company's plant premises.

- 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 and safety practices and working conditions:** The Company provides continuous trainings and awareness related to safety practices and measures. Safety stewards are also appointed to make employees aware of safety practices and to spot potential threat/risk/hazard and take corrective actions for its prevention. Over and above, safety inspections are also carried out in plants.

**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 has Group Term Life Insurance Policies for its Permanent Employees and Permanent Workers on its payroll wherein the deceased employee and worker is entitled for 120 times of his/her basic pay in the event of death.

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

Company regularly monitors remittance of statutory dues by value chain partners i.e. contracted labourers and periodic checks are being conducted through Internal Audit. Reports and findings are presented to the Audit Committee of Directors and based on their suggestions, processes are improved.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2023-24 Current Financial Year	2022-23 Previous Financial Year	2023-24 Current Financial Year	2022-23 Previous Financial Year
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):

No

5. Details on assessment of value chain partners:

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

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.








N.A.



**PRINCIPLE 4:****Businesses should respect the interests of and be responsive to all its stakeholders****ESSENTIAL INDICATORS:****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company identifies key stakeholders by considering the impact of their association on the operations of the Company. The Company has identified various stakeholders based on it. Presently, they include Employees, Shareholders, Customers, Bankers, Communities, Suppliers and Vendors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 <b>Shareholders</b>	No	Email, Website and Newspapers	Quarterly	Business Performance, Capex plans, growth prospects.
 <b>Employees</b>	No	Email, Website, Notice Board	Periodically. It is an ongoing process.	Training and awareness, Policies, Responsible Care, strategies, business discussions.
 <b>Customers</b>	No	Email and Website	Periodically. It is an ongoing process.	Product quality, business discussions, growth prospects, manufacturing process, ESG practices.
 <b>Bankers</b>	No	Email, Website and physical discussion	Periodically. It is an ongoing process.	Business Performance, Capex plans, growth prospects.
 <b>Suppliers</b>	No.	Email and Website	Periodically. It is an ongoing process.	Quality of product, delivery schedule, payments, ESG practices.
 <b>Government</b>	No.	Email and Website	Periodically. It is an ongoing process.	Compliances, policy formation, changes in regulatory frameworks, Business discussions, issues faced during business operations.
 <b>Communities</b>	Yes	Email, Website and physical discussion	Periodically. It is an ongoing process.	Waste Management, CSR practices, community development, livelihood support.

**LEADERSHIP INDICATORS:**

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

The Management of the Company regularly interacts with the stakeholders and accordingly takes actions based on its policies. Updates on such discussions are being shared to the Board of Directors of the Company which takes notes on the inputs given to them.

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

Yes. Through various interactions with the stakeholders, the Company engages in identifying and prioritizing the issues pertaining to economic, environmental and social topics.

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

The Company follows an extensive development approach which specifically targets the vulnerable and marginalized stakeholders. The Company engages with such community in its surroundings and conducts a need assessment whereby their aspirations for better education, health care, better livelihood opportunities are being understood. The Company also recruits, Trainees, Apprentices from local areas to support them for better livelihood and well-being.

The Company's CSR activities have a wide focus on these aspects and are determined for their growth and development through various programmes on a continuous basis. Programmes like the Vocational Training Centre and Beauty Parlor course has gathered appreciation among the local communities and have allowed the youth to have a decent livelihood for themselves.



**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	2023-24 Current Financial Year			2022-23 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	319	319	100.00%	281	281	100.00%
Other than permanent	24	0	0.00%	23	23	100.00%
<b>Total Employees</b>	<b>343</b>	<b>319</b>	<b>93.00%</b>	<b>304</b>	<b>304</b>	<b>100.00%</b>
<b>Workers</b>						
Permanent	261	261	100.00%	248	248	100.00%
Other than permanent	332	0	0.00%	18	18	100.00%
<b>Total Workers</b>	<b>593</b>	<b>261</b>	<b>44.00%</b>	<b>266</b>	<b>266</b>	<b>100.00%</b>

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

Category	2023-24 Current Financial Year					2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	286	0	0.00%	286	100.00%	255	0	0.00%	255	100.00%
Female	33	0	0.00%	33	100.00%	26	0	0.00%	26	100.00%
<b>Other than Permanent</b>										
Male	24	23	95.83%	1	4.17%	19	0	0.00%	19	100.00%
Female	0	0	0.00%	0	0.00%	4	0	0.00%	4	100.00%
<b>Workers</b>										
<b>Permanent</b>										
Male	261	0	0.00%	261	100.00%	248	0	0.00%	248	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Other than Permanent</b>										
Male	330	275	83.33%	55	16.67%	18	0	0.00%	18	100.00%
Female	2	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%



### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
<b>Board of Directors (BOD)</b>	11	9,38,250/-	1	9,38,250/-
<b>Key Managerial Personnel</b>	2	39,62,739/-	0	-
<b>Employees other than BoD and KMP</b>	282	5,81,864/-	33	5,81,864/-
<b>Workers</b>	261		0	

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

	FY Current Financial Year	FY Previous Financial Year
Gross wages paid to females as % of total wages	4.47%	3.86%

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

Yes.

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

Grievance is received either through email, letter or in person. Grievance redressal committee registers the complaint, investigates the complaint by gathering data, validating, analysing the data and thereafter give their observation and recommendations. These are reviewed by the HR Head and the Managing Director. If needed, the matter can be taken up before the Audit Committee and Board of Directors.

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

	2023-24			2022-23		
	Current Financial Year			Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Sexual Harassment</b>	0	0	None	0	0	None
<b>Discrimination at workplace</b>	0	0	None	0	0	None
<b>Child Labour</b>	0	0	None	0	0	None
<b>Forced Labour/ Involuntary Labour</b>	0	0	None	0	0	None
<b>Wages</b>	0	0	None	0	0	None
<b>Other human rights related issues</b>	0	0	None	0	0	None

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

	<b>2023-24</b> Current Financial Year	<b>2022-23</b> Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal), Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	0	0
Complaints on POSH upheld	0	0

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

Through Whistle Blower Policy and POSH policy, the Company strictly maintains protection of identity of the complainant. All such matters are dealt confidentially. As part of the Company's Code of Conduct and Ethics, the Company does not tolerate any form of retaliation or revenge against anyone reporting legitimate concerns.

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

Yes.

**10. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	100.00%
Forced Labour/ Involuntary Labour	100.00%
Sexual Harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%
Others – please specify	100.00%

**11 Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 10 above. No Concerns at Point 10.**

**LEADERSHIP INDICATORS:**

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

No grievance on Human Rights violation has been recorded.

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

No Human rights due diligence has been conducted.

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

Yes.



**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>
<b>Sexual Harassment</b>	0.00%
<b>Discrimination at workplace</b>	0.00%
<b>Child Labour</b>	0.00%
<b>Forced Labour/ Involuntary Labour</b>	0.00%
<b>Wages</b>	0.00%
<b>Others- please specify</b>	0.00%

Note: As part of their contract/purchase order, the Company obtains declaration from them for following code of conduct. In case on non-adherence to code of conduct, the Company does not renew their contract and ends its association.

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

As mentioned above, a declaration for adherence to code of conduct is obtained from them. Consequences of non-adherence are communicated to them.



**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:**

(Figures in Giga Joules)

Parameter	2023-24 Current Financial Year	2022-23 Previous Financial Year
From Renewable Sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (c)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>0</b>	<b>0</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	58,985	61,210
Total fuel consumption (E)	2,50,377	2,15,727
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>3,09,362</b>	<b>2,76,937</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>3,09,362</b>	<b>2,76,937</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.0053	0.0033
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.1110	0.0692
<b>Energy intensity in terms of physical output</b>	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. **Yes. Subodh Energy Services.**

- 2.** Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of 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. **NA**

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

Parameter	2023-24 Current Financial Year	2022-23 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	0	0
(ii) Groundwater	2,09,874	2,33,668
(iii) Third party water	0	0
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	<b>2,09,874</b>	<b>2,33,668</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,09,874</b>	<b>2,33,668</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption/ Revenue from operations)	0.0036	0.0028
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.0755	0.0586
<b>Water intensity in terms of physical output</b>	-	-
<b>Water 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? (Yes/No) If yes, name of the external agency. Yes. Third Party assessment has been done for the year 2023-24 by M/s. Yuva Enviro Experts.

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

Parameter	2023-24 Current Financial Year	2022-23 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Rain Water Harvesting Data – The Rain water harvesting data taken from the Borewell from nearby villages of site considering average rainfall (total 11 no. of recharge borewell have been done)		
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0



Parameter	2023-24 Current Financial Year	2022-23 Previous Financial Year
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment (P / S/ T)	51,732	53,746
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment (Domestic waste water generated is treated separately and reused in gardening)	4,837	4,873
<b>Total water discharged (in kilolitres)</b>	<b>81,649.20</b>	<b>85,754.80</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. Third Party assessment has been done for the year 2023-2024 by M/s. Yuva Enviro Experts.

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

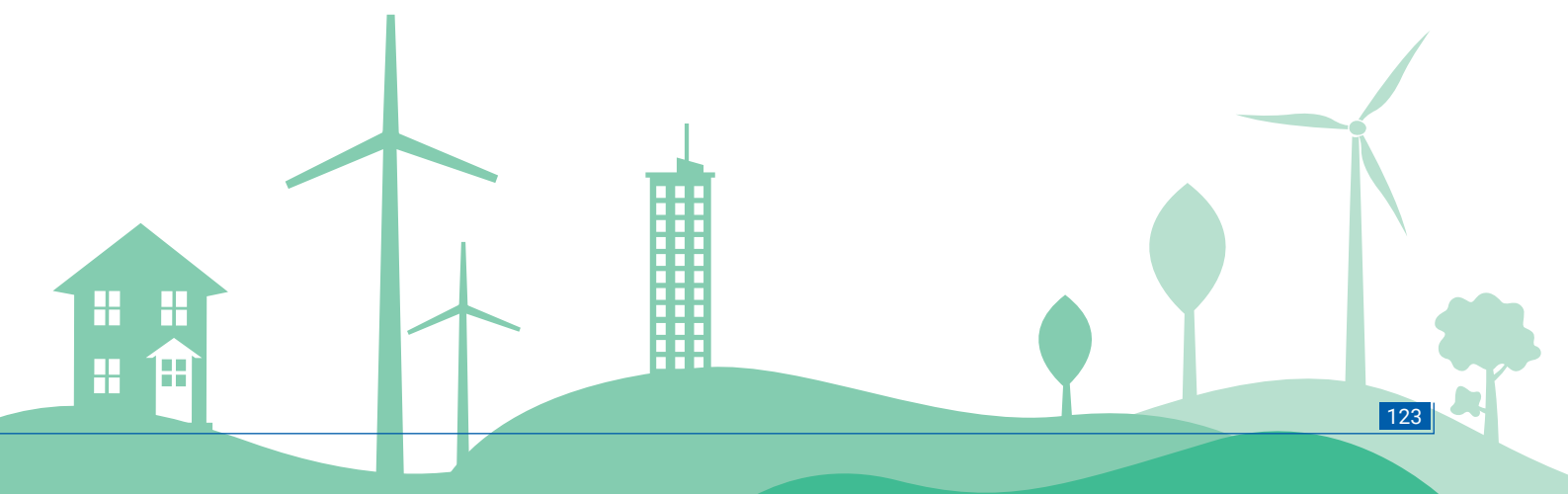
No.

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

Parameter	Please specify unit	2023-24 Current Financial Year	2022-23 Previous Financial Year
NOx	MT	10.92	9.01
SOx	MT	19.78	66.89
Particulate matter (PM)	MT	3.43	3.04
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

Yes, the Company carried out monthly monitoring from NABL approved 3<sup>rd</sup> Party Lab M/s. Kadam Environmental Consultants also environmental audit conducted every year through GPCB nominated third party schedule II Auditor viz. M/s. Yuva Experts.



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

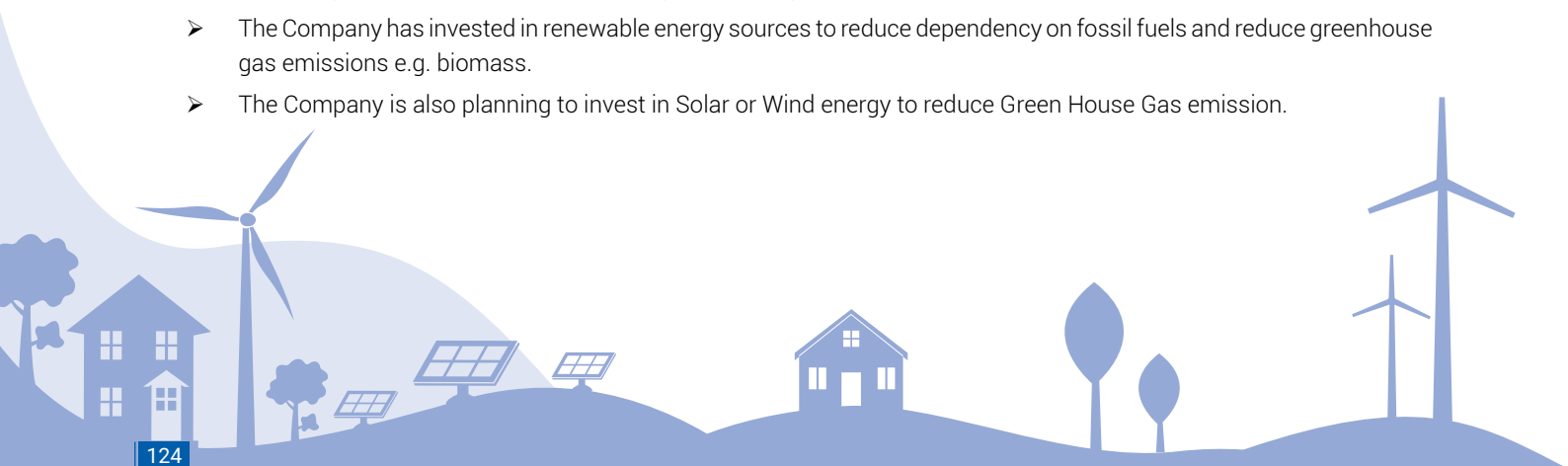
Parameter	Unit	2023-24 Current Financial Year	2022-23 Previous Financial Year
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	28,692	25,068
<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	13,449	13,715
<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)	-	0.0007	0.0004
<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)	-	0.0151	0.0097
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – 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? (Yes/No) If yes, name of the external agency. Yes. Indian Chemical Council and Auditors of Responsible Care.

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

The details of activities carried out by the Company for reducing greenhouse gas emissions are as under:

- The Company is focused on improving energy efficiency in manufacturing processes by adopting advanced technologies and optimizing equipment efficiencies and implementing energy management systems.
- The Company is in process of implementing waste heat recovery. The Company has implemented robust systems to monitor and measure greenhouse gas emissions across its operations for identifying areas for improvement and drive a continuous reduction in emissions.
- The Company also in process of carrying out research and development initiatives aimed at developing new technologies and processes that reduce greenhouse gas emissions.
- The Company has invested in renewable energy sources to reduce dependency on fossil fuels and reduce greenhouse gas emissions e.g. biomass.
- The Company is also planning to invest in Solar or Wind energy to reduce Green House Gas emission.



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

Parameter	2023-24 Current Financial Year	2022-23 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	40.84	76.61
E-waste (B)	2.83	2.77
Bio-medical waste (C)	0.01094	0.01064
Construction and demolition waste (D)	703.72	438.62
Battery waste (E)	1.16	NIL
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any (Process waste, ETP waste, by-products) (G)	2,081.86	1,933.24
Other Non-hazardous waste generated (H). Please specify, if any (Food, Gardening Paper, Cardboard, metal and mixed waste)	87.6 (approx.)	80 (approx.)
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>2,918.02</b>	<b>2,103.26</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.00	0.00
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.00	0.00
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<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	91.61	79.38
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>91.61</b>	<b>79.38</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	375.69	317.29
(ii) Landfilling	1,495.54	1,481.30
(iii) Other disposal operations	211.25	134.65
<b>Total</b>	<b>2,081.86</b>	<b>1,933.24</b>

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

Yes. This is covered in Environmental Audits undertaken by GPCB appointed Schedule II Auditor.



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

The Company's processes are designed to conserve all resources and minimize waste generation and damage to natural systems. It believes in delivering sustainable products through efficient processes which are safe for our employees and environment. We use bio filter waste-water treatment technology to treat effluents and sewage water. In-house incinerator facility is also available to incinerate solid waste generated within the Company. We have self-sustained water source of borewell with rain-water recharge system. The Company also carries out recycling of processed by-products as raw materials as well as recycling of waste as co-processing for cement kiln. The Company is planning to utilise spent HCl and spent Aluminium Chloride generated in production process by converting it into a value added products.

**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 comp-plied 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 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 above mentioned laws.**

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



**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** - None

(ii) **Nature of operations** - NA

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

Parameter	2023-24 Current Financial Year	2022-23 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) To Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>NA</b>	<b>NA</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>NA</b>	<b>NA</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	NA	NA
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in Kilolitres)</b>	<b>NA</b>	<b>NA</b>

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

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

Parameter	Unit	2023-24 Current Financial Year	2022-23 Previous Financial Year
<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>		The Company is in process to collate the data pertaining to Scope 3 emissions.	
<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.

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

Not Applicable.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Waste-Water Management	Treatment of waste water and reusing it for manufacturing process.	Conservation of resources
2.	HHO Brown's Gas	Source of new energy, reduction of emission	Conservation of natural resources

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

The management of Transpek Industry Limited is committed to the establishment and maintenance of action plans to meet any crisis for the purpose of fulfilling the objectives of business continuity, quality, health, safety and environment management systems as adopted by us. It is essential to plan thoroughly to protect the Company from the impact of potential crisis – from fire, flood, cyclone, bomb threat etc. Planning is very important for business to cope easily in a crisis.

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

No significant impact.

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

None.



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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Federation of Gujarat Industries	State
2.	Indian Chemical Council	National
3.	Chemexcil	National
4.	Exim India	National
5.	Vadodara Chamber of Commerce and Industry	State
6.	Pesticides Manufacturers & Formulators Association of India	National

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

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

**LEADERSHIP INDICATORS:**

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

Sr. 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
None					

## PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

### ESSENTIAL INDICATORS:

1. Details of Social Impact Assessment (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:

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

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

Grievance is received either through email, letter or in person. Grievance redressal committee registers the complaint, investigates the complaint by gathering data, validating, analysing the data and thereafter give their observation and recommendations. These are reviewed by the Managing Director. If needed, matter can be taken up before the Audit Committee and Board of Directors.

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

	2023-24 Current Financial Year	2022-23 Previous Financial Year
Directly sourced from MSMEs/small producers	22.00%	15.00%
Sourced directly from within India	56.00%	50.00%

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	2023-24 Current Financial Year	2022-23 Previous Financial Year
Rural	90.42%	90.99%
Semi-urban	-	-
Urban	-	-
Metropolitan	9.58%	9.01%

(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 ₹)
	Gujarat	Narmada	₹ 3,73,450/-

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

No.

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

NA

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

NA

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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shares (Yes/No)	Basis of calculating benefit share
None				

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:

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Health and Hygiene	1,085	None
2.	Awareness Programmes	9,037	
3.	Anganwadi Development	2,600	
4.	Nutrition Kits	300	
5.	Nutritious food	735	
6.	Vocational Training Programme	240	
7.	Value and Life Skill Education	150	

## 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 receives customers complaints through email, letters and phone. Complaints are escalated and resolved within time bound period depending on the nature of the complaint.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	100.00%

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

	2023-24			2022-23		
	Current Financial Year		Remarks	Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	0	0	None	0	0	None

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

	Number	Reasons for recall
<b>Voluntary recalls</b>	0	-
<b>Forced recalls</b>	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. Yes. <https://www.transpek.com/wp-content/uploads/2023/06/Policy-on-Information-Technology.pdf>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services. Not Applicable**

7. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches - NIL
  - b. Percentage of data breaches involving personally identifiable information of customers - NIL
  - c. Impact, if any, of the data breaches - NIL

#### LEADERSHIP INDICATORS:

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available). The information on products and services of the entity can be accessed at [www.transpek.com](http://www.transpek.com).
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**  
Through MSDS sheets/product brochures, trainings are provided to customers as a part of the product safety and services.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential service.**  
The Company informs through email and phone calls.
4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

No

