

July 8, 2024

To, BSE Limited, 25, P. J. Towers, Dalal Street, Mumbai – 400 001 Ref: Company Scrip Code: 532834	To, Listing Department, National Stock Exchange of India Ltd., Exchange Plaza, Bandra Kurla Complex, Bandra (East), Mumbai- 400051 Ref: Symbol: CAMLINFINE Series: EQ
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2023-24 which forms part of the Annual Report FY 2023-24.

The Annual Report for FY 2023-24 is available on the website of the Company at https://www.camlinfs.com/investor-relations/home/annual_reports.

This is for your information and record please.

Thanking You,
For **Camlin Fine Sciences Limited**

Rahul Sawale
Company Secretary
& VP – Legal

Encl.: a/a.

 **Registered Office:**
Camlin Fine Sciences Limited, Floor 2 to 5, In G.S. Point, CST Road, Kalina, Santacruz (East), Mumbai 400 098.
CIN: L74100MH1993PLC075361

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Business Responsibility and Sustainability *Reporting*

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74100MH1993PLC075361
2	Name of the Listed Entity	Camlin Fine Sciences Limited
3	Year of incorporation	30-11-1993
4	Registered office address	In G.S. Point, Floor 2-5, CST Road, Opp. University Campus Gate No. 1, Kalina, Santacruz East, Mumbai - 400 098
5	Corporate address	In G.S. Point, Floor 2-5, CST Road, Opp. University Campus Gate No. 1, Kalina, Santacruz East, Mumbai - 400 098
6	E-mail	secretarial@camlinfs.com
7	Telephone	022-67001000
8	Website	https://www.camlinfs.com/
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Ltd.
11	Paid-up Capital	16,74,65,207
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name of Contact Person	Rahul Sawale
	Contact Number of Contact Person	9920882621
	Email of Contact Person	rahul.sawale@camlinfs.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken, together).	Standalone basis
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Manufacturing	Business of manufacture of diverse high-quality innovative antioxidants and shelf-life extensions, aroma ingredients, performance chemical products, Health & Wellness products and related solutions for food, animal nutrition, pet food, pharmaceutical and petrochemical industries globally	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Shelf Life Solutions	20119 / 20293	61.26%
2	Performance Chemicals	20119	29.05%
3	Aroma Ingredients	20119	3.97%

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	2	3	5
International	-	-	-

The manufacturing units are situated at Plot D-2/3 in Tarapur and at Z/96/D at Dahej SEZ II, Gujarat. Offices, apart from its registered office in Mumbai, also include 'Application Lab' situated at Thane and 'R & D Centre' at Tarapur.

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	25
International (No. of Countries)	48

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

66.05%

c. A brief on types of customers

The Company serves manufacturers of food, animal nutrition, pet food, Pharmaceutical and Petrochemicals, Flavour and Fragrance and Industrial Chemicals, directly as well as through distributors and through its subsidiaries.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	624	581	93.11	43	6.89
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	624	581	93.11	43	6.89
WORKERS						
4.	Permanent (F)	12	12	100.00	0	0.00
5.	Other than Permanent (G)	665	664	99.85	1	0.15
6.	Total workers (F + G)	677	676	99.85	1	0.15

Business Responsibility and Sustainability *Reporting* (Contd.)

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100.00	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	1	1	100.00	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	10	2	20.00
Key Management Personnel*	5	-	-

*Mr. Ashish Dandekar, Chairman & Managing Director, Mr. Nirmal Momaya, Managing Director and Mr. Arjun Dukane, Executive Director - Technical are part of both categories.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY) [values in %]			FY 2022-23 (Turnover rate in previous FY) [values in %]			FY 2021-22 (Turnover rate in the year prior to the previous FY) [values in %]		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16	14	30	16	17	33	14	10	24
Permanent Workers	5	-	5	16	-	16	7	-	7

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	CFS Europe S.p.A.	Subsidiary	100	No
2	CFS Do Brasil Importacao E Exportacao De Aditivos Alimenticios LTDA.	Subsidiary	100	No
3	Solentus North America Inc	Subsidiary	100	No
4	CFS North America LLC	Subsidiary	100	No
5	CFS De Mexico Blends S.A.P.I. DE C.V.	Subsidiary	100	No
6	Dresen Quimica, S.A.P.I. de C.V.	Subsidiary	100	No
7	Industrias Petrotec de Mexico, S.A. de C.V.	Subsidiary	100	No
8	Inovel, S.A.S	Subsidiary	100	No
9	Nuvel, S.A.C	Subsidiary	100	No
10	Britec, S.A.	Subsidiary	100	No
11	Grinel, S.R.L.	Subsidiary	100	No
12	Chemolutions Chemicals Ltd.	Subsidiary	94.08	No
13	CFS Argentina SA	Subsidiary	100	No
14	CFS Chile SpA	Subsidiary	100	No
15	AlgalR Nutraceuticals Private Limited	Subsidiary	80	No
16	CFS Wanglong Flavors (Ningbo) Co.Ltd.	Subsidiary	51	No
17	CFS Pahang Asia Pte Ltd.	Subsidiary	51	No
18	CFS PP (M) SDN. BHD.	Subsidiary	51	No

Note: For further details refer to Note No. 49 of Consolidated Financial Statement

Business Responsibility and Sustainability *Reporting* (Contd.)

VI. CSR Details

24. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (in ₹ Lakh)	77,326.21
Net worth (in ₹ Lakh)	71,571.40

VII. Transparency and Disclosures 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 complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	if Yes, then provide web-link for grievance redress policy	FY 2023-24			FY 2022-23		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	Nil	Nil	Nil	Nil	Nil	
Investors (other than shareholders)	Yes	N.A.	Nil	Nil	Nil	Nil	Nil	
Shareholders	Yes	*Link below	Nil	Nil	Nil	Nil	Nil	
Employees and workers	Yes	N.A.	Nil	Nil	Nil	Nil	Nil	
Customers	Yes	N.A.	Nil	Nil	Nil	1	1	
Value Chain Partners	Yes	N.A.	Nil	Nil	Nil	Nil	Nil	

* https://www.camlinfs.com/investor-relations/home/investor_relations

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

The Company identifies material issues including environmental and social ones and understand the relative importance of these issues to the business through periodical materiality assessments, and accordingly formulate specific action plans to address each material issue. The management of risk is embedded in the corporate strategies to marry organizational capability with market opportunities.

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)
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Refer to the paragraph on "Risks and Concerns" of the Management Discussion and Analysis for additional details.

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 Question	1a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	1b. Has the policy been approved by the Board? (Yes/No)	1c. Web Link of the Policies, if available	
Policy and management processes				
P1	Ethics & Transparency	Yes	Yes	*
P2	Product Responsibility	No	N.A	N.A.
P3	Human Resources	No	N.A	N.A
P4	Responsiveness to Stakeholders	Yes	Yes	*
P5	Respect for Human Rights	Yes	Yes	*
P6	Responsible Lending	No	N.A	N.A
P7	Public Policy Advocacy	No	N.A	N.A
P8	Inclusive Growth	Yes	Yes	*
P9	Customer Engagement	Yes	No	**

* <https://www.camlinfs.com/investor-relations/home/downloads>

** <https://www.camlinfs.com/>

Disclosure Question	2. Whether the entity has translated the policy into procedures. (Yes / No)	3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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.	
Policy and management processes				
P1	Ethics & Transparency	Yes	Yes	N.A.
P2	Product Responsibility	N.A.	N.A.	N.A.
P3	Human Resources	Yes	Yes	N.A.
P4	Responsiveness to Stakeholders	Yes	N.A.	N.A.
P5	Respect for Human Rights	Yes	Yes	N.A.
P6	Responsible Lending	N.A.	N.A.	N.A.
P7	Public Policy Advocacy	N.A.	N.A.	N.A.
P8	Inclusive Growth	Yes	Yes	N.A.
P9	Customer Engagement	N.A.	N.A.	N.A.

Note: The policies adopted by the Company are in conformity and adherence to the principles with relevant national and international standards which are statutorily applicable.

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Disclosure Question		5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
Policy and management processes			
P1	Ethics & Transparency	The Company is in the process of setting up goals and targets. However, the following targets are inter-alia planned upto 2030: <ol style="list-style-type: none"> 1. Green Energy: <ul style="list-style-type: none"> ➤ Using agro-based briquettes to power our boilers (already in place at Tarapur Unit); ➤ to switch the power consumption at Tarapur facility to renewable energy planned to be implemented in next year; ➤ An engineering approach to wastewater treatment at our Tarapur facility where 100% water is recycled; 2. Water Conservation <ul style="list-style-type: none"> ➤ Use of desalinated water at Dahej Unit; 3. Emission Reduction <ul style="list-style-type: none"> ➤ Gasification to reduce Methane emission at our wholly owned subsidiary plant at Italy; 	
P2	Product Responsibility		
P3	Human Resources		
P4	Responsiveness to Stakeholders		
P5	Respect for Human Rights		
P6	Responsible Lending		
P7	Public Policy Advocacy		
P8	Inclusive Growth		
P9	Customer Engagement		

Governance, leadership and oversight

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

Through BRSR report, we take this opportunity to engage with our diverse stakeholders across the value chain on ESG practices. Data presented in the report is transparent and quantitative and validated by the respective department heads. There is an attempt to conduct materiality assessment to identify the ESG risks and opportunities, based on which the business and ESG risks will be mitigated and opportunities will be used to create economic and social values.

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

Mr. Nirmal Momaya, Managing Director, under the guidance of the Board of Directors & its Committees.

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

If yes, provide details. - Mr. Nirmal Momaya, Managing Director is responsible for decision making on sustainability related issues under the guidance of the Board of Directors & its Committees.

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	Mr. Nirmal Momaya, Managing Director								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	Mr. Nirmal Momaya, Managing Director The Company is in compliance with the existing regulations and a statutory compliance certificate on applicable laws is provided by the MD/CFO/CS.								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
Performance against above policies and follow up action Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	On monthly basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	On monthly basis								

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.
- No.
The Company though, regularly conducts review of its policies and also as and when need arises.
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

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

Business Responsibility and Sustainability *Reporting* (Contd.)

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year, the Board of Directors & KMP's of the Company (including its Committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters.	100
Key Managerial Personnel	4		100
Employees other than BoD and KMPs	18	The Company periodically updates and familiarises employees on the following: 1. Code of Conduct; 2. Prevention of Sexual Harassment; 3. Whistleblower Policy; and 4. Health and Safety.	84.46
Workers	18		100

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): NIL

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	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. If NA, provide details. if available, provide a web-link to the policy.

Yes, the Company adheres to uncompromising integrity in conduct of business and does not tolerate corrupt and immoral practices. The policy reiterates that the Company does not tolerate any bribery and corruption and continues to uphold the highest standards of integrity and transparency in all its interactions and routine business activities. The policy is available at <https://www.camlinfs.com/investor-relations/home/downloads>.

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 2023-24	FY 2022-23
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	NA	-	NA

Business Responsibility and Sustainability *Reporting* (Contd.)

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.

NA

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	217	177

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	47.94%	46.13%
	b. Number of trading houses where purchases are made from	164	130
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	65.00%	72.99%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	43.00%	50.00%
	b. Number of dealers / distributors to whom sales are made	131	142
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	45.00%	58.00%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.24%	1.27%
	b. Sales (Sales to related parties / Total Sales)	20.62%	17.26%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	82.94%	81.68%
	d. Investments (Investments in related parties / Total Investments made)	99.93%	99.93%

PRINCIPLE 2

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

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	100%	100%	All R&D Investments are focussed at sustainable technologies and green chemistries development, green and sustainable technologies and products to improve fuel efficiency, energy storage devices, human health and well-being and chemicals from sustainable sources.
Capex	79.90%	6.90%	Projects for Pollution Control, Safety for Employee & Community, Circularity i.e. harnessing solar/wind energy into electricity, capex for energy storage materials research, human health and well-being and sustainable chemicals.

- 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
b. If yes, what percentage of inputs were sourced sustainably?

The Company endeavors to implement responsible procurement practices across its supply chain. As a measure of enhancing its impact on the environment and society, the Company encourages local sourcing enabling the reduction in costs, currency risks and environmental footprint of the transportation services.

- 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 (d) other waste.**

Plastics (including packing) are disposed-off as is where is basis through contracting process.

E-waste is not applicable as the Company is not reclaiming any electronic items. All e-waste generated in-house is handed over to certified vendors for safe disposal.

The incinerable hazardous waste generated at the site is sent for co-processing/ pre-processing in cement plants instead of incineration. Spent Catalyst are either regenerated and reused at plants. Further, after reuse, the same and ETP sludge is sent for disposal to waste management plant. The agro-waste boiler ash is sent for brick manufacturing, soil enrichment and landfilling.

- 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.**

No, the Company manufactures products which are intermediate products (input materials) for our customers who in turn finally produce the finished products. Therefore, these products packaging materials becomes pre-consumer plastic waste to our customers who recycle it through certified recyclers.

Business Responsibility and Sustainability *Reporting* (Contd.)

PRINCIPLE 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	581	581	100.00	581	100.00	-	-	-	-	-	-
Female	43	43	100.00	43	100.00	43	100.00	-	-	-	-
Total	624	624	100.00	624	100.00	43	100.00	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	12	12	100.00	12	100.00	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	12	12	100.00	12	100.00	-	-	-	-	-	-
Other than Permanent workers											
Male	664	-	-	664	100.00	-	-	-	-	-	-
Female	1	-	-	1	100.00	1	100.00	-	-	-	-
Total	665	-	-	665	100.00	1	100.00	-	-	-	-

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

	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.40%	0.36%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	20.50	-	Yes	19.50	-	Yes
Others - please specify						

Note: All eligible employees and workers are covered under the said benefits.

3. Accessibility of workplaces

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

Yes

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 provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

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	NA	-	NA	-
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)	Remark
Permanent Workers	Yes	The workers represent their grievances to the unions, wherever applicable and the unions in turn represents to the management.
Other than Permanent Workers	Yes	Our non-permanent workers represent their grievances to the unit and Admin in-charge.
Permanent Employees	Yes	The Company has an Whistle-blower Policy applicable to employees and third parties, to report concerns on actual or suspected violations of the code.
Other than Permanent Employees	Yes	The Company has an Whistle-blower Policy applicable to employees and third parties, to report concerns on actual or suspected violations of the code.

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	624	-	-	612	-	-
- Male	581	-	-	584	-	-
- Female	43	-	-	28	-	-
Total Permanent Workers	12	12	100.00	15	15	100.00
- Male	12	12	100.00	15	15	100.00
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	581	481	82.79	481	82.79	584	436	74.66	436	74.66
Female	43	17	39.53	17	39.53	28	6	21.43	6	21.43
Total	624	498	79.81	498	79.81	612	442	72.22	442	72.22
WORKERS										
Male	12	12	100.00	12	100.00	15	15	100.00	15	100.00
Female	-	-	-	-	-	-	-	-	-	-
Total	12	12	100.00	12	100.00	15	15	100.00	15	100.00

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	581	581	100.00	584	584	100.00
Female	43	43	100.00	28	28	100.00
Total	624	624	100.00	612	612	100.00
WORKERS						
Male	12	12	100.00	15	15	100.00
Female	-	-	-	-	-	-
Total	12	12	100.00	15	15	100.00

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).**

Yes

If yes, the coverage such system?

All manufacturing locations under the entity have an Occupational Health and Safety management system in place, in accordance with the guidelines provided by ISO 9001/14001 standards and the legal requirements such as Factories Act, Indian Boilers Act, Environment Protection Act etc. The Occupational Health and Safety management system covers all the units and employees within the manufacturing operation.

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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 undertakes periodic internal and external audits to ensure the compliance of Occupational Health and Safety management system within the manufacturing operation. The EHS trainings, audits and inspections are carried out as per the guidelines of ISO 9001/14001 standard. The Company's Process Safety Management system facilitates the implementation of best safety practices. Further, it enables the identification of work-related hazards through design checklists and Hazard and Operability Analysis (HAZOP).

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

Yes

All sites have specific procedure for reporting of work-related hazard, injuries, unsafe condition and unsafe act. Training programs pertaining to safety of all nature are carried out on a regular basis.

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

Yes

All employees are covered under health insurance scheme / ESI scheme. With the endeavor to promote physical and mental wellbeing for all the employees and workers, the Company designs comprehensive health programs which promote healthy lifestyle practices. Some of the examples of health programs and services offered to the employees are:

- Gym facility;
- Nutrition awareness camp;
- Cancer checkup camp;
- Mind-mend session.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including in the contract workforce

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

The Company is committed to continuously employing world-class Safety, Health and Environment practices through benchmarking with the companies that are best in the business. The Company has an internal committee which reviews and monitors the sustainability, safety, health and environmental policies and activities in compliance with appropriate laws and legislation. This Management and the Board ensures that Safety and Sustainability implications are duly addressed in all-new strategic initiatives, budgets, audit actions and improvement plans. The Company endeavors to prevent negative health impact on the employees through various health awareness sessions, provision of medical facilities and medical insurance benefits. Additionally, the Company provides voluntary health promotion services such as Gym and counselling, nutritional awareness campaigns among others for inculcating healthy lifestyle practices.

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

	FY 2023-24			FY 2022-23		
	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	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

14. Assessments for the year:

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

100% of the locations are audited internally by the entity. The audits are conducted by internal experts to ensure the compliance of safety regulations and identification of major improvement areas.

100% (All the sites are assessed on their working conditions by the external and internal audits).

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.

All incidents are investigated by cross-functional team. All critical factors involved in an incident are determined through root cause analysis & investigation and corrective / preventive actions are identified to prevent recurrence.

Business Responsibility and Sustainability *Reporting* (Contd.)

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.

Internal and external group of stakeholders have been identified. Presently, the given stakeholder groups have the immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Partners 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
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, investor / analysts meet / conference calls, annual report, quarterly results, media releases, Company / SE website	Ongoing	Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are: <ul style="list-style-type: none"> • Corporate governance • ESG disclosures • Regulatory compliance • Overall Company performance • Share price appreciation • Profitability and financial stability
Employees	No	Senior leaders' communication / talk, summit & conferences, goal setting and performance appraisal meetings/review, union meetings, wellness initiatives, email, circulars, newsletters.	Ongoing	Operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives

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
Customers	No	Website, distributor / direct customer, senior leader-customer meets / visits, customer plant visits, key account management, trade body membership, complaints management, conferences, exhibitions, customer surveys	Ongoing	<p>Customers form a vital part of the Company's stakeholder engagement group to ensure quality services. The key areas of interest for Customer B2B are:</p> <ul style="list-style-type: none"> • Product quality, access and pricing • responsiveness to needs, aftersales service • responsible guidelines / manufacturing
Communities	No	<ul style="list-style-type: none"> • In-person meetings • Engagement through NGO partners 	Ongoing	<p>Community development programs initiated by the Company's Donations and CSR activities enables driving a positive impact on the community members. The key areas of interest for community are:</p> <ul style="list-style-type: none"> • Community development programs with a focus on health, education, and infrastructure development
Suppliers, Partners and Vendors	No	<ul style="list-style-type: none"> • Vendor meets • Virtual modes such as e-mail, telephonically 	Ongoing	<p>Responsible supply chain practices are critically important for ensuring the business continuity in a sustainable manner. Engagement with suppliers, vendors enable the Company to identify the key material issues impacting the supply chain. The key areas of interest for the suppliers are:</p> <ul style="list-style-type: none"> • Timely payments • Collaboration

Business Responsibility and Sustainability *Reporting* (Contd.)

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 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	624	-	-	612	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	624	-	-	612	-	-
Workers						
Permanent	12	-	-	15	-	-
Other than permanent	665	-	-	500	-	-
Total Workers	677	-	-	515	-	-

2. Details of minimum wages paid to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	624	-	-	624	100.00	612	-	-	612	100.00
Male	581	-	-	581	100.00	584	-	-	584	100.00
Female	43	-	-	43	100.00	28	-	-	28	100.00
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	12	-	-	12	100.00	15	-	-	15	100.00
Male	12	-	-	12	100.00	15	-	-	15	100.00
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	665	665	100.00	-	-	500	500	100.00	-	-
Male	664	664	100.00	-	-	499	499	100.00	-	-
Female	1	1	100.00	-	-	1	1	100.00	-	-

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)	10	23.75	2	14.875
Key Managerial Personnel	5	123.16	-	N.A.
Employees other than BoD and KMP	576	5.56	43	8.99
Workers	12	3.86	-	N.A.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	7.89%	6.74%

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

Yes

The Head of Human Resource department of the Company is responsible for addressing human rights impact or issues. As part of the HR Manual, the Company adheres to all statutory compliances and applicable laws, regulations in all territories of its operation.

Further, the Company expects all its relevant stakeholders to respect and comply with the applicable laws, regulations in all territories of its operation.

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

The mechanism to redress grievances under human rights is same as for other grievances. On receipt of any concern by through email, letter, web helpline, oral, etc., it is registered with the HR or Internal Complaint Committee in case on sexual harassment and sanity check is done. For complaints within the purview of the whistle blower or sexual harassment and which merits further investigation are acted upon as per the respective policies.

Business Responsibility and Sustainability *Reporting* (Contd.)

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

	FY 2023-24			FY 2022-23		
	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	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/ Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on 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 complainant in discrimination and harassment cases.

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. The Company has in place an Anti-Sexual Harassment Policy on prevention of sexual harassment in line with the requirements of the Sexual Harassment of women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Policy). An Internal Complaint Committee is in place to redress the complaints received regarding sexual harassment. All employees are covered under this policy. Necessary disclosures in relation to the sexual harassment complaints received and redressal thereof are provided in Board's Report. The Company has also a Whistleblower Policy to report genuine concerns and grievances. As part of Whistleblower Policy and POSH Policy, the Company has a section mentioned on the protection of identity of the complainant and provides necessary safeguards against victimisation of employees. All such matters are dealt in strict confidence.

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

Yes, the Company expects all its relevant stakeholders to respect and comply with the applicable laws, regulations in all territories of its operation.

10. Assessments for the year:

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

Note: The Company internally monitors compliance with all relevant laws and policies pertaining to these issues at 100% of its plant and offices.

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

NA

PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A) (in TJ)	-	-
Total fuel consumption (B) (in TJ)	221.45	222.03
Energy consumption through other sources (C) (in TJ)	-	-
Total energy consumed from renewable sources (A+B+C) (in TJ)	221.45	222.03
From non-renewable sources		
Total electricity consumption (D) (in TJ)	121.27	111.63
Total fuel consumption (E) (in TJ)	1,062.47	909.72
Energy consumption through other sources (F) (in TJ)	-	-
Total energy consumed from non-renewable sources (D+E+F) (in TJ)	1,183.74	1,021.35
Total energy consumed (A+B+C+D+E+F) (in TJ)	1,045.19	1,243.38
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000001817	0.0000001575
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	0.0000002195	0.0000001905
Energy intensity in terms of physical output (Turnover MT)	0.1049	0.0993
Energy intensity (optional) - the relevant metric may be selected by the entity		

* For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @22.88 Rs./USD as per World Bank website (Source: <https://data.worldbank.org/indicator/PA.NUS.PPP>) has been considered.

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

No

Business Responsibility and Sustainability *Reporting* (Contd.)

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)

No

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

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,390	-
(ii) Groundwater	-	-
(iii) Third party water - MIDC /GIDC	2,39,354	2,54,384
(iv) Seawater / desalinated water	59,253	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,00,997	2,54,384
Total volume of water consumption (in kilolitres)	1,77,312	2,53,380.65
Water intensity per rupee of turnover (Total Water consumed / Revenue from Operations)	0.0000229304	0.0000320964
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	0.0000276980	0.0000388295
Water intensity in terms of physical output (Turnover MT)	13.240	20.226
Water intensity (optional) - the relevant metric may be selected by the entity		

* For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @22.88 Rs./USD as per World Bank website (Source: <https://data.worldbank.org/indicator/PA.NUS>. PPP) has been considered.

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

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	1,23,685	47,616.35
- No treatment	-	-
- With treatment - Fenton treatment, MVR+ Stripper, BioETP treatment	1,23,685	47,616.35
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	1,23,685	47,616.35

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

Implemented zero liquid discharge for Tarapur CFS manufacturing site:

If yes, provide details of its coverage and implementation.

Company invested around ₹ 10 Cr for state of the art Mechanized Vapour Compression unit and stripper column (Distillation unit) along with requisite pretreatment facility and secondary treatment as activated carbon filtration and for concentrated reject treatment installed Agitated Thin film dryer. the consolidated system with design capacity of near about 100 m³ /day has facilitated zero liquid discharge.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	ug/m ³	20.00	15.00
SOx	ug/m ³	20.50	16.00
Particulate matter (PM)	ug/m ³	22.65	25.00
Persistent organic pollutants (POP)	ug/m ³	NA	NA
Volatile organic compounds (VOC)	PPM	BDL	BDL
Hazardous air pollutants (HAP)	ug/m ³	NA	NA
Others - please specify			

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

No

Business Responsibility and Sustainability *Reporting* (Contd.)

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MMTCO2e	1,25,992.77	1,12,203.00
Total Scope 2 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MMTCO2e	23,197.09	22,016.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from Operations)	MMTCO2e	0.0000192936	0.0000170019
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*	MMTCO2e	0.0000233050	0.0000205685
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Turnover MT)	MMTCO2e	11.1404	10.7140
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity			

* For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @22.88 Rs./USD as per World Bank website (Source: <https://data.worldbank.org/indicator/PA.NUS.PPP>) has been considered.

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

8. Does the entity have any project related to reducing Green House Gas emission? if yes, name of the external agency.

Yes, taken up preliminary assessment for GHG emission sources mainly , refrigerant gases and reviewing alternate possibilities to reduce Tons of CO2 equivalent.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	7.865	11.18
E-waste (B)	0.20	-
Bio-medical waste (C)	-	=
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) ETP Sludge and other Process waste	5,533.79	1,056.63
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	5,541.855	1,067.81
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000007167	0.0000001353
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	0.0000008657	0.0000001636
Waste intensity in terms of physical output (Turnover MT)	0.4138	0.0852
Waste intensity (optional) - the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	7.865	11.18
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	7.865	11.18
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	7.61	3.17
(ii) Landfilling	866.05	218.34
(iii) Other disposal operations - Preprocessing / coprocessing for cement industries	4,660.13	834.88
Total	5,533.79	1,056.39

* For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @22.88 Rs./USD as per World Bank website (Source: <https://data.worldbank.org/indicator/PA.NUS>. PPP) has been considered.

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

No

Business Responsibility and Sustainability *Reporting* (Contd.)

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.

Following is the strategy adopted by company for waste management under corporate sustainability policy and commitment to environmental aspect .

- a. Endeavor and focus on recycling of process effluent with vision of near to zero liquid discharge
- b. Reduction in energy and water footprint in lieu of conserving energy and natural resources
- c. Value proposition to handover waste and minimize carbon footprint
- d. Adoption of technologies, state of the art plant and machineries to reduce fugitive emissions
- e. Use of environmental protection equipments to control emissions and pollutants
- f. Use of agrobased fuels to minimize NOx , Sox, and solid waste
- g. Continue process improvement to improve yield and reduce waste
- h. All the hazardous waste is processed through PCB registered preprocessors/ coprocessors
- i. All the plastic waste is disposed through PCB registered recyclers.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)	If no, the reasons there of and corrective action taken, if any.
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NA

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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No environmental impact assessments were undertaken in FY 2023-24

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).

Yes

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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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 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.	Federation of Indian Organisations	National
2.	Maharashtra Chamber of Commerce, Industry & Agriculture	State
3.	Export Promotion Council for EOUs & SEZ (Ministry Of Commerce & Industry)	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		

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 ₹)
Not applicable						

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

The Company has a process to receive and redress concerns/grievances received from the community. The unit level Human Resource Department interacts with the community on a variety of matters including health care, education, disaster relief, rural development, art and culture, receives the concerns (written/verbal) and works towards their redressal.

Business Responsibility and Sustainability *Reporting* (Contd.)

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	46.35%	30.07%
Directly from within India	97.27%	95.66%

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 2023-24	FY 2022-23
Rural	-	-
Semi-urban	63.00%	62.10%
Urban	1.80%	1.50%
Metropolitan	35.20%	36.40%

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

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 a comprehensive Product Quality Complaint Management system to facilitate timely redressal of the consumer complaints received in terms of product quality. The process is initiated once a product quality complaint is received and logged with the Company's system. Post which, the complainant is acknowledged, and a preliminary assessment is undertaken. A sample follow-up is initiated along with the preliminary assessment. The follow up runs in parallel with initial risk assessment and the investigation procedure. Post the completion of investigation a corrective action plan is initiated.

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	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-

Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	1	1	The complaints include defective material, packaging defects such as missing components, damaged label and damaged outer packaging etc

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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.camlinfs.com/ESGInitiatives>

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.

NIL

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: NIL
- Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- Impact, if any, of the data breaches: Not Applicable