



# Tatva Chintan Pharma Chem Limited

(CIN:L24232GJ1996PLC029894)



Date: 24 August 2024

Ref. No.: TCPCL/SEC/2024-25/00037

To,  
**The General Manager,**  
**Corporate relationship department,**  
**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai-400 001  
**Scrip Code: 543321**

**The Manager,**  
**Listing department,**  
**National Stock Exchange of India Limited**  
Exchange Plaza, C-1, Block-G,  
Bandra-Kurla Complex, Bandra(E),  
Mumbai-400 051  
**Scrip Symbol: TATVA**

**Subject: Submission of Business Responsibility and Sustainability Report of the Company for the Financial Year (“FY”) 2023-24 under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”)**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI Listing Regulations, 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 BRSR is also available on the website of the Company at [www.tatvachintan.com](http://www.tatvachintan.com)

Kindly take the above information on record.

Thanking you,

Yours Faithfully,  
**For Tatva Chintan Pharma Chem Limited**

**Ishwar Nayi**  
**Company Secretary and Compliance Officer**  
**M. No.: A37444**

**Encl.:** As above

# Business Responsibility and Sustainability Report

## Section A: General Disclosures

### I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L24232GJ1996PLC029894
2.	Name of the Listed Entity	Tatva Chintan Pharma Chem Limited
3.	Year of Incorporation	1996
4.	Registered Office Address	Plot No. 502/17 GIDC Estate, Ankleshwar, Dist. Bharuch, Gujarat - 393002, India
5.	Corporate Address	Plot No. 353, Makarpura GIDC, Vadodara, Gujarat – 390010, India
6.	E-mail	<a href="mailto:cs@tatvachintan.com">cs@tatvachintan.com</a>
7.	Telephone	+91-7574848533/34
8.	Website	<a href="http://www.tatvachintan.com">www.tatvachintan.com</a>
9.	Financial year for which reporting is being done	01 April 2023 to 31 March 2024
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE); and 2. National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 233.92 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Chintan N. Shah Chairman and Managing Director Telephone number: +91 75748 48533/34 Email ID: <a href="mailto:chintan@tatvachintan.com">chintan@tatvachintan.com</a>
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):

Description of main activity	Description of business activity	% of turnover of the entity
Specialty Chemicals	Manufacturing of specialty chemical with diverse portfolio of Structure Directing Agents, Phase Transfer Catalysts, Electrolyte Salts and Solutions and Pharmaceutical and Agrochemical Intermediates and Other Specialty Chemicals	99.21%

#### 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	Structure Directing Agents (SDA)	20119	42.90%
2	Phase Transfer Catalysts (PTC)	20119	25.89%
3	Pharmaceutical and Agrochemical Intermediates and Other Specialty Chemicals (PASC)	20119	29.24%
4	Electrolyte Salts and Solution (ESS)	20119	1.18%

### III. Operations:

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

Locations	Number of plants	Number of offices	Total
National	2	2	4
International	0	0	0

#### 19. Markets served by the entity:

##### a. Number of locations:

Locations	Number
National (no. of states)	17
International (no. of countries)	32

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

69.20%

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

We have a wide customer base spread across major geography and across diverse sectors including:

- Agro chemicals
- Active pharmaceuticals ingredients
- Zeolites manufactures
- Chemicals / Specialty chemicals
- Personal care and hygiene
- Super capacitors and energy storage devices
- Resins
- Mining and metals industry

The Company serves customers directly as well as through agents.

#### 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)	377	359	95.23%	18	4.77%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total employees (D + E)</b>	<b>377</b>	<b>359</b>	<b>95.23%</b>	<b>18</b>	<b>4.77%</b>
<b>WORKERS</b>						
4.	Permanent (F)	312	312	100%	0	0%
5.	Other than Permanent (G)	236	234	99.15%	2	0.85%
6.	<b>Total workers (F + G)</b>	<b>548</b>	<b>546</b>	<b>99.64%</b>	<b>2</b>	<b>0.36%</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)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	<b>Total workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

21. Participation / Inclusion / Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (BOD)*	6	1	16.67%
Key Management Personnel (KMP)*	5	0	0%

\*Mr. Chintan N. Shah, Chairman and Managing Director, Mr. Ajaykumar M. Patel, Whole time Director and Mr. Shekhar R. Somani, Whole time Director, are part of both BOD and KMP.

22. Turnover rate for permanent employees and workers:

	FY 2023-24 (Turnover rate in %)			FY 2022-23 (Turnover rate in %)			FY 2021-22 (Turnover rate in %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	24.08%	21.28%	23.96%	26.85%	46.15%	27.60%	29.39%	46.15%
Permanent Workers	15.68%	0%	15.68%	10.70%	100%	11.07%	16.51%	0%	16.43%

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 the listed entity? (Yes/No)
1	Tatva Chintan USA Inc.	Wholly Owned Subsidiary of the Company	100%	No
2	Tatva Chintan Europe B.V.	Wholly Owned Subsidiary of the Company	100%	No

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. Turnover (in ₹): 3786.77 million (FY 2023-24)

iii. Net worth (in ₹): 7258.80 million (FY 2023-24)

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 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. Please refer Note A1 below	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes. Please refer Note A2 below	0	0	NA	0	0	NA
Shareholders	Yes. Please refer Note A3 below	2	0	NA	2	0	NA
Employees and workers	Yes. Please refer Note A4 below	0	0	NA	0	0	NA
Customers	Yes. Please refer Note A5 below	2	0	NA	9	0	NA

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place 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
Value Chain Partners	Yes. Please refer Note A6 below	0	0	NA	0	0	NA
Other (please specify)	Not Applicable						

**Notes:**

**A1:** At all our manufacturing locations, we ensure that there is regular engagement on a pro-active basis with the local communities and their representatives. As such no complaint has been received during the year and there is no long standing grievances at any of our locations.

**A2:** The link to Investor Grievance redressal is as follow:

<https://www.tatvachintan.com/investors-contacts.aspx>

**A3:** Yes. Shareholder can register their grievances at <https://scores.gov.in/scores/Welcome.html> or <https://scores.sebi.gov.in/> and also web links of BSE (<http://tiny.cc/m1l2vz>) and NSE (<http://tiny.cc/s1l2vz>) for Arbitration.

In addition, they can also raise grievances online through smart ODR platform: <https://smartodr.in/login>.

**A4:** The link to Grievance Redressal Policy for Employees is as follows:

<https://www.tatvachintan.com/corporate-governance.aspx>

**A5:** Customer complaints and feedback are received by the marketing department, and addressed / attended to by them and the team of respective manufacturing facility. Complaints are tracked till its closure.

In the detailed monthly review meeting, the details of all the complaints and the resolution status is shared, and corrective actions are discussed to eliminate such issues in future.

**A6:** The link to Grievance Redressal Policy for Supply Chain Partner is as follows:

<https://www.tatvachintan.com/corporate-governance.aspx>

**26. Overview of the entity's material responsible business conduct issue:**

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:

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.	Health and Safety	Risk	Health and Safety can directly impact people and community and disrupt the operations.	Health and Safety Management Plan, continuous Training, Process Safety and Risk Management etc.  Policies (internal) and rigorous trainings for employees and workers against health and safety hazards. In addition, safety campaigns, Mock Drills, Safety Week, Safety Committee Meeting are being conducted / celebrated and communication of all significant hazards across sites, factories and offices etc.  The Company minimize safety and health risks by encouraging employees or workers to report unsafe conditions or near miss events and redressal thereafter.	Negative

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)
2.	Business Ethics	Risk	Failure to adhere to business ethics may impact the brand and trust of stakeholders.	<p>We adhere to the highest standards when it comes to personal and collective integrity, reflected by compliance with the standards stipulated by the government and other regulatory agencies. Over the years, we have further strengthened our commitment to gender respect, zero tolerance for sexual harassment, zero tolerance on ethical transgressions, commitment to recruit without prejudice and appraise without partialness, respect for the dignity of people and environment integrity and respect for the laws of the lands of our presence.</p> <p>The Company has also formulated and implemented a Code of Business Conduct and Ethics for all its Board members and senior management personnel, in compliance with corporate governance requirements as per the SEBI Listing Regulations. Apart from this, Tatva Code of Conduct is also applicable to all employees which serves as a guide to each employee on the standards of values, ethics, and business principles.</p>	Negative
3.	Employee Development	Opportunity	This may have the ability to attract, develop, and retain a skilled workforce, thereby boosting innovation, productivity, and competitiveness. It enhances employee competence, skills, and knowledge, which are crucial for organizational growth. Effective employee management also improves engagement, morale, and job satisfaction, resulting in lower attrition rates and increased employee loyalty.	NA	Positive
4.	Community relations and engagement	Opportunity	<p>Community development activities help the Company to create a positive impact on society by undertaking meaningful interventions to bring significant benefits to large sections of society.</p> <p>The CSR efforts also help foster a more productive and positive work environment for employees.</p>	NA	Positive

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)
5.	Corporate governance	Opportunity	Good corporate governance creates transparent rules and controls, guides leadership, and aligns the interests of various stakeholders	NA	Positive
6.	Waste Management	Risk	Waste management has become a global issue impacting the environment and health of the people. Industries are one of the large generators of hazardous waste and are directed by the pollution control board (PCB) for waste management practices. Not abiding to the practices prescribed the PCBs may lead to legal penalties and impact the brand image.	The Company has defined processes for managing waste at each of its sites / locations. We follow the basic principle of segregation of the waste at source and adopt the 3R concept of "reduce, reuse and recycle".	Negative
7.	Water Stewardship	Opportunity	This may help in sustainable water balance, improve availability of water, becoming water neutral / positive	Focus on minimising consumptions & effluent generation and reuse of treated effluent. Our Ankleshwar manufacturing unit is Zero Liquid Discharge Units since January 2020. Working on water reduction projects. We have taken up multiple water conservation projects like recycling, condensate recovery and steam recovery.	Positive
8.	Reducing GHG emissions	Opportunity	Undertake GHG emissions reduction initiatives through refraining from high polluting fuel, increased use of electricity from renewable sources and implement energy efficient measures.	NA	Positive
9.	Air emissions	Risk	Exceeding the designated limits set by the State Pollution Control Board (SPCB) may result in fines and penalties.	Ensure monitoring of all sources of air pollutants in Company's manufacturing locations. Undertake measures to reduce SO <sub>x</sub> , NO <sub>x</sub> and PM emissions	Negative

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)
10.	Stakeholder Engagement	Opportunity	As we move towards growing into a more sustainable business, inclusion of various stakeholders in our growth journey is very important. We take their inputs to plan our business strategy.  We are continuously engaging with the employees, investors, suppliers, Service providers, customers etc. through employee engagement initiatives, Investor meet, Vendor Meet, etc. on periodical basis.	NA	Positive
11.	Key material procurement and management	Risk	Failure to adhere to ESG practices and EHS compliance by suppliers could result in disruptions to the supply chain.	Increase awareness among raw material suppliers to implement ESG practices.	Positive

## 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	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	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>									
<b>1 (a) Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>(b) Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>(c) Web Link of the Policies, if available</b>	Policies are available on: <a href="https://www.tatvachintan.com/corporate-governance.aspx">https://www.tatvachintan.com/corporate-governance.aspx</a>								



Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2 Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4 Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	We have state-of-the-art facilities situated at Dahej and Ankleshwar that comply with ISO 9001 (Quality), ISO 14001 (Environment) and ISO 45001 (Health & Safety Management) standards. Dahej Plant is accredited with ISO 22716 (Good Manufacturing Practices (GMP) and Together for Sustainability (Tfs) and our all sites are accredited with EcoVadis.								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>Environment</b></p> <p>20% reduction in intensity in terms of physical output (per tonne of production) based carbon emissions (GHG) by 2030, base year FY 2023-2024, including through use of renewable energy.</p> <p>Engagement with 30% of top 10 raw material suppliers (value wise) and top 10 customers (value wise) by 2030.</p> <p><b>Social</b></p> <p>Directly / Collaborate with NGOs to promote education, rural development projects, promote environmental sustainability, and facilitate access to healthcare in the community.</p> <p>Average 16 EHS training hours per employee per year.</p> <p><b>Governance</b></p> <p>Zero tolerance of corruption and bribery.</p>								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met:	The performance against the goals and targets will be assessed in the subsequent financial years.								

## Governance, Leadership and Oversight

### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).

The Company is committed towards Environmental, Social and Governance (“ESG”) principles into its businesses which is central to improving the overall environment and quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycle. The environmental impacts cover Climate, Natural Resources, Waste Management and Nature and Biodiversity. The Company has established policies for Climate Change, Environment, Air Pollution and Water. The Company is committed to conducting 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. It strives to be the neighbour of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the Company has separate CSR Policy and Human Rights Policy. The Company is firmly committed to pursuing ethical practices across its business segments. Our governance framework comprises of systems, policies, processes and practices that enable to build an environment of trust along with ethical practices.

Our governance philosophy is strengthened through Tatva Code of Conduct, Prevention of Insider Trading and Code of Corporate Disclosure Practices and various other policies.

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

Mr. Chintan N. Shah, Chairman and Managing Director (DIN: 00183618) under the guidance of the Board of Directors and its Committees is responsible for the implementation and oversight of the Business Responsibility policies.

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

Yes, the Company has a Committee for Corporate Social Responsibility and Risk Management. For other policies, the Company has put in place an internal framework / Committees to monitor their implementation from time to time.

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

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
a Performance against above policies and follow up action	Yes									Annually								
b Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes									Annually								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	While the Company has not carried out an independent audit of the policies, the policies are periodically reviewed by the Board and its Committees as well as Auditors of respective functions like ISO Auditors, Internal Auditors and Secretarial Auditors, etc., In addition, Tatva Chintan is certified for ISO 9001, ISO 14001, ISO 22716 and ISO 45001 of which assessments are done by external agency. They assess the policies and procedures maintained by the organization, as part of the certification process.								

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

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

## 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. As the leadership indicators are not mandatory, the Company has not provided data / details related to leadership indicators under this report.

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

#### Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered Under the training and its impact	% age of persons in respective category covered by the awareness programme
Board of Directors (BoD)	5	During the year, the Board of Directors of the Company (including its Committees) has invested time on various matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social, governance parameters.	100%

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 programme
Key Managerial Personnel (KMPs)	5	In addition to above referred topics / principles, familiarization of business environment and related risks, Changes in regulatory framework, ESG and sustainability practices, code of conduct, Prevention of Sexual Harassment at Workplace (POSH) etc.	100%
Employees other than BoD and KMPs	30	Business ethics, code of conduct, occupational health and safety, environment management, labour and human rights, anti-corruption, trade control, competition law, protection of human rights, information confidentiality and protection. Compliance Programs including POSH awareness, whistle-blower etc.	100%
Workers	20	We regularly provide training, education and development opportunities to Company and contractor employees / worker on topic of code of conduct, occupational health and safety, environment management, labour and human rights, anti-corruption, protection of human rights, information confidentiality and protection. Compliance Programs including POSH awareness, whistle-blower, Technical, behavioural safety, MSDS, 5S housekeeping, area ownership etc.	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):

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	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding Fee	NA	NA	NA	NA	NA
Non - Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NA	NA	NA	NA	
Punishment	NA	NA	NA	NA	

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

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

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

Yes. It is a part of our Code of Conduct. We ensure all our systems are operated ethically. It shows the commitment and zero tolerance of the Company and its management for maintaining the highest ethical standards while undertaking open and fair business practices and culture, and implementing and enforcing effective systems to detect, counter and prevent bribery and other corrupt business practices.

Web-link to the policy:

<https://www.tatvachintan.com/corporate-governance.aspx>.

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	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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.	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	0	NA	0	NA

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

Not applicable

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

Designation	FY 2023-24	FY 2022-23
Number of days of accounts payables	96	52

9. Openness 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. Purchase from trading houses as % of total purchases	23.08%	25.36%
	b. Number of trading houses where purchases are made from	56	49
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	61.00%	72.87%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	2.08%	2.61%
	b. Number of dealers / distributors to whom sales are made	18	12
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	98.72%	99.93%
Share of RPTs (as respective %) in	a. Purchases (purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	23.64%	32.87%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

**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
R & D	-	-	While the Company makes significant investments in development of new sustainable and green technologies, however, we have not measured the impact specifically.
Capex	1.41%	5.36%	Employee health and safety, energy saving and effluent treatment plant.

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

Yes, the Company has formulated a standard operating procedure to encourage such vendors. The quality assurance team of the Company conducts periodic audits of the vendors, especially those who supply large value / volume materials. The core element of an audit is to assess whether the vendor's products and services for operation are ethical, sustainable, and socially conscious, and also to encourage them to achieve and improve sustainability standards.

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

The Company has sourced approximately 58.02% of its raw materials sustainably.

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)

All our finished goods (FG) are raw materials for our customer, hence we don't require them to reclaim.

Though if any of our products are rejected at the customer's end or in transit we have a procedure in place to reclaim them and reprocess or dispose of it in a safe manner with pollution control Board's authorised recycler.

Damaged material is brought back to the plant, and reprocessed as per SOP or through contracting process or disposed of. For exported material, customers are required to safely dispose of the product as per local regulations.

(b) E-waste

The e-waste is handed over to certified vendors for safe disposal through the pollution control Board's authorised recycler.

(c) Hazardous waste

Hazardous waste is categorised as per the Rules and is sent for proper disposal at the Pollution Control Board's authorised recycler.

(d) Other waste

Not Applicable

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.

EPR applicable (Yes/No)	Yes
Describe	Yes, the Company is in compliance with the requirements of Extended Producer Responsibility (EPR) under the Plastic Waste Management Rules, 2016 (as amended).

**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)	
<b>Permanent employees</b>											
Male	359	359	100%	359	100%	0	0%	0	0%	0	0%
Female	18	18	100%	18	100%	18	100%	0	0%	0	0%
<b>Total</b>	<b>377</b>	<b>377</b>	<b>100%</b>	<b>377</b>	<b>100%</b>	<b>18</b>	<b>4.77%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent employees</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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)	Number	% (B / A)	Number	% (C / A)	Number	% (D / A)	Number	% (E / A)	Number	% (F / A)
<b>Permanent workers</b>											
Male	312	312	100%	312	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>312</b>	<b>312</b>	<b>100%</b>	<b>312</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	234	234	100%	234	100%	0	0%	0	0%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	0	0%
<b>Total</b>	<b>236</b>	<b>236</b>	<b>100%</b>	<b>236</b>	<b>100%</b>	<b>2</b>	<b>0.85%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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 well-being measures as a % of total revenue from operations of the company	1.70%	1.16%

2. Details of retirement benefits, for the current 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%	Y	100%	100%	Y
Gratuity*	100%	100%	Y	100%	100%	Y
ESI*	100%	100%	Y	11.51%	11.51%	Y
Others please specify						

\* Wherever and / or as applicable.

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, our office and manufacturing unit are accessible to differently abled employees and workers.

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.

Equal opportunity is covered as part of our Code of Conduct.

<https://www.tatvachintan.com/corporate-governance.aspx>

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	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes, the Company has a structured Grievance Redressal Mechanism procedure, Whistle blower Policy, Suggestion Box Scheme and Vigil Mechanism to provide a formal platform to employees and workers to report their concerns about resource requirement, unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against the victimisation of employees or workers who avail of these mechanisms. The Company is committed to create a healthy working environment and encourage employees and workers to share their concerns with their department head, HR or other member of the senior management. The Company has zero tolerance for sexual harassment and believes that all employees and workers of the Company have the right to be treated with dignity. The Company has formed Internal Complaint Committees for each location that are accessible to all employees and workers. All the policies are the part of the induction programme and the Company on regular basis sensitises its employees and workers on the same through training, workshop and awareness programmes.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and workers in association(s) or Unions recognized by 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	377	0	0%	337	0	0%
Male	359	0	0%	324	0	0%
Female	18	0	0%	13	0	0%
Total Permanent Workers	312	0	0%	271	0	0%
Male	312	0	0%	271	0	0%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety / wellness measures		On Skill upgradation		Total (D)	On Health and safety / wellness measures		On Skill upgradation	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
<b>Employees</b>										
Male	359	359	100%	359	100%	324	324	100%	324	100%
Female	18	18	100%	18	100%	13	13	100%	13	100%
Total	377	377	100%	377	100%	337	337	100%	337	100%
<b>Workers</b>										
Male	312	312	100%	312	100%	271	271	100%	271	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	312	312	100%	312	100%	271	271	100%	271	100%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	359	359	100%	324	324	100%
Female	18	18	100%	13	13	100%
Total	377	377	100%	337	337	100%
<b>Workers</b>						
Male	312	312	100%	271	271	100%
Female	0	0	0%	0	0	0%
Total	312	312	100%	271	271	100%

10. Health and safety management system:

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

Yes, occupational health and safety management system has been implemented as per ISO 45001:2018 and certified.

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

To identify routine and non-routine work related hazards, a job specific Hazard Identification and Risk Assessment (“HIRA”) is prepared. The Material Safety Data Sheet (“MSDS”) is followed for storage and handling of chemical.

A HAZOP study is carried out for all the products and Pre-start up safety review (“PSSR”) is carried out before operation. Third party safety audit is conducted to identify any kind of hazard at site and internal audit is also done after every six months. Organisation is having system to report all the unsafe acts, unsafe conditions, near-miss and incident at site, which are linked with a reward and recognition system.

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

Yes, we encourage our employees to report near-miss incidents identified through various platforms which is analysed by senior manager in consultation with safety department officials. All sites have specific procedure for reporting of work-related hazard, injuries, unsafe condition and unsafe act. Remedial Action is taken for accidents and near miss so that the same is not occurred in the future.

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

Yes, the Company is organising half yearly medical check-up for all the employees and workers. Health Awareness camps are being organised in the plants on regular basis. All employees and workers are covered under health insurance scheme / ESI scheme.

11. Details of safety related incidents:

Safety Incident / Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has a thorough system in place to ensure workplace health and safety. PPEs (personal protective equipment) is ensured before undertaking any job. Permit to work system along with LOTO (lock out & tag out) is followed to identify and eliminate any non-routine work hazard at site. For all the routine activities SOPs are prepared and followed. To manage any emergency, we have ambulance and a well-equipped firefighting system with the firefighting team getting training from a third party on a regular basis. Mock drill is



conducted as per schedule to check for response during any emergency for safe evacuation, rescue and firefighting. All the new joining employees, workers and visitors must go through safety induction programme and job related to functional area is arranged for all the workers & employees.

To ensure this Tatva Chintan has implemented robust safety measures across all its workplaces and facilities over the years to lay the foundation to a culture of conducive safe working environment wherein proper safety protocols are adhered to, an accident reporting system, safety equipment is given the due importance and orderly work locations are maintained. The Company's strive to achieve the same is validated by the ISO 14001:2015 certification bestowed upon the Company for its health, safety, and environment management systems. The Company also regularly conducts mock drills, safety trainings and on-the-job training sessions to create awareness of health and safety for its personnel.

### 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	0	0	NA	0	0	NA
Health and Safety	0	0	NA	0	0	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%

### 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.

All safety-related accidents are being investigated and learnings from investigation reports are shared across organisation for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits. Significant risks / concerns arising from assessment of Health and Safety Practices are addressed through hierarchy of risk controls.

## 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 has identified its internal and external group of stakeholders and below listed stakeholder groups have an immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Service Provider, Business 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 Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Pamphlets, Advertisement, Community Notice Board, 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
Employees and Workers	No	Meetings, Email, Posters, Slogans, Notice Board.	Ongoing	General Feedback, Grievances, to share relevant and useful information to employees, Employee Success, Legal Compliance, Motivation, Operational efficiencies, improvement areas, long-term strategy plans, training and awareness, health, safety and engagement initiatives

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Pamphlets, Advertisement, Community Meetings, Board, Website), / others – please specify	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 and Investors	No	Email, SMS, Newspaper advertisement, website	Quarterly / Half yearly / Annually / Periodically and as and when required	Dividends, Annual Financial statements and other related information, Corporate Governance Practice
Customers	No	Email, meetings, website	Ongoing	Informing them about products of the Company, feedback, etc.
Suppliers	No	Emails, meetings	Ongoing	Supply of materials / services.
Community	No	Directly or through CSR implementation partner	Ongoing	Education, sustainability, empowerment, health, infrastructure, conservation, etc.
Central, State and Local Government, Various Statutory and Regulatory Bodies	No	Email, Direct engagement	Ongoing	For Compliance and Communication
Banks and Financial Institutions	No	E-mail, letters, meetings	Ongoing	Financial requirements, Compliance and transactions

**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)
<b>Employees</b>						
Permanent	377	377	100%	337	337	100%
Other than permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	<b>377</b>	<b>377</b>	<b>100%</b>	<b>337</b>	<b>337</b>	<b>100%</b>
<b>Workers</b>						
Permanent	312	312	100%	271	271	100%
Other than permanent	236	236	100%	279	279	100%
<b>Total Workers</b>	<b>548</b>	<b>548</b>	<b>100%</b>	<b>550</b>	<b>550</b>	<b>100%</b>

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

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)
<b>Employees</b>										
<b>Permanent</b>										
Male	359	0	0%	359	100%	324	0	0%	324	100%
Female	18	0	0%	18	100%	13	0	0%	13	100%
<b>Other than permanent</b>										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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)
<b>Workers</b>										
<b>Permanent</b>										
Male	312	0	0%	312	100%	271	0	0%	271	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Other than permanent</b>										
Male	234	0	0%	234	100%	277	0	0%	277	100%
Female	2	0	0%	2	100%	2	0	0%	2	100%

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

#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	5#	1,33,90,870	1^	2,25,000
Key Managerial Personnel	5*	1,33,90,870	0	0
Employees other than BoD and KMP	354	3,53,626	18	2,06,002
Workers	312	2,85,880	0	0

# Out of 5 Directors, 3 are executive directors who are paid remuneration, rest are independent directors who only receive sitting fee.

^ We have only one female independent director, who is paid sitting fee. Please refer corporate governance report for details

\* includes MD and WTDs.

#### 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	1.54%	2.00%

### 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 focal point is the Team-HR which takes care of human rights issues.

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

The Company has established a human rights policy that is communicated to every employee. Employees are encouraged to provide their feedback and there are anonymous reporting mechanisms set up for sharing their concerns and grievances. We have developed a Human Rights checklist to improve human rights reporting across our units. It was found that, none of the manufacturing units considered were found to have any risk for incidents of child labor, forced labor and young workers exposed to hazardous work. All hiring is done with supporting documentation and proof of age required.

### 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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	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 the Sexual Harassment on of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

All major labour laws and other policies about workplace ethics are well communicated to employees through display boards, handbooks, internet and other forms of communication. These include policies such as the whistle blower policy, the sexual harassment policy and strict legal compliance observed as laid down by local and national acts and regulations. There is no discrimination in recruitment, development, promotion based on gender, age, religion or disability.

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

Yes. The business agreements and contracts do include Company's expectations to promote sustainability, fair competition and respect for human rights.

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	100%. Our Team HR takes a survey by randomly selecting employees and
Sexual Harassment	contractors for evaluation. An external auditor verifies and assesses the processes
Discrimination at Workplace	followed by our HR team. Regulatory inspectors also verify the processes being
Wages	followed in our manufacturing plants.
Others – please specify	

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

Not Applicable

**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
<b>From renewable sources (in Gigajoules)</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C) (in Gigajoules)</b>	<b>0</b>	<b>0</b>
<b>From non-renewable sources (in Gigajoules)</b>		
Total electricity consumption (D)	75072.25	45613.00
Total fuel consumption (E)	101576.85	62563.61
Energy consumption through other sources (F)*	2548.42	893.22
<b>Total energy consumed from non-renewable sources (D+E+F) (in Gigajoules)</b>	<b>179197.52</b>	<b>109069.83</b>
<b>Total energy consumed (A+B+C+D+E+F) (in Gigajoules)</b>	<b>179197.52</b>	<b>109069.83</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed (in Gigajoules) / Revenue from operations)	<b>0.0000473</b>	<b>0.0000271</b>

Parameter	FY 2023-24	FY 2022-23
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed (in Gigajoules) / Revenue from operations adjusted for PPP)**	0.0010827	0.0006192
<b>Energy intensity in terms of physical output</b> (Total energy consumed (in Gigajoules) / per tonne of production)	25.11	16.14
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\* Other sources include petrol and fuel consumption for Company owned vehicles and DG set used during power cutoff or maintenance.

\*\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by OECD data for India which is 22.88.

**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, the company did not carry out independent assessment by an external agency.

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

Not applicable

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	85717	69708
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	85717	69708
<b>Total volume of water consumption (in kiloliters)</b>	81196	64861
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.0000214	0.0000161
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)*	0.0004906	0.0003682
<b>Water intensity in terms of physical output</b> (Total water consumption (in kiloliters) / per tonne of production)	11.38	9.60
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	-	-

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by OECD data for India which is 22.88.

**Note:** FY23 figure(s) have been restated in line with BRSR Guidance Note.

**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, the company did not carry out independent assessment by an external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – Tertiary treatment	4521	4847
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kiloliters)</b>	<b>4521</b>	<b>4847</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.

No, the company did not carry out independent assessment by an external agency.

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

The Company's Ankleshwar unit is a zero liquid effluent discharge facility. It recovers and reuses all the wastewater generated through the use of effluent treatment plant (ETP), single-effect evaporators and reverse osmosis. The Company focuses on water conservation through optimal use, wastewater treatment and reuse.

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	Kg/Year	676	200
SOx	Kg/Year	1829	700
Particulate matter (PM)	Kg/Year	31	4
Persistent organic pollutants (POP)	Kg/Year	0	0
Volatile organic compounds (VOC)	Kg/Year	0	0
Hazardous air pollutants (HAP)	Kg/Year	0	0
Others– please specify	Kg/Year	0	0

**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, the company did not carry out independent assessment by an external agency.

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
<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)	t CO <sub>2</sub> eq.	1782.18	1055.57
<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)	t CO <sub>2</sub> eq.	16891.26	10262.92
<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)	t CO <sub>2</sub> eq./ ₹	0.00000493	0.00000281
<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)*	t CO <sub>2</sub> eq./ ₹	0.00011283	0.00006425
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	t CO <sub>2</sub> eq. per tonne of production	2.62	1.67
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity		-	-

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by OECD data for India which is 22.88.

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, the company did not carry out independent assessment by an external agency.

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

Yes, adoption of low emissions fuels is critical in our carbon reduction plan. The Company has partially replaced LDO with Natural Gas. The Company plans to use renewable energy sources, such as solar.

In addition to above, the Company has implemented energy efficiency measures across our operations to reduce our energy consumption and lower our carbon emissions. In FY 2023-2024, the Company has identified several areas where the Company could improve energy efficiency, including upgrading our equipment, optimising our manufacturing processes, and improving insulation.

Energy conservation themes and GHG reduction projects have resulted in improved energy efficiency. Project description: (a) For low-carbon energy consumption project initiative includes LED lamps replacing conventional lights, Installed Pressure Powered Pumping Packaged Unit (Ppppu) to reduce power consumption, Replacement of pumps for energy savings, Installed VFD in brine plants machines to reduce power consumption and (b) For energy efficiency in production processes project initiative includes Internal consumption of byproducts, steam elimination in the last stage of the new dryer and waste heat recovery.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	37.33	48.99
E-waste (B)	4.73	0.23
Bio-medical waste (C)	0.0007	0.0005
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	5307.75	4136.22
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>5349.81</b>	<b>4185.44</b>

Parameter	FY 2023-24	FY 2022-23
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.0000014	0.0000010
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)*	0.0000323	0.0000238
<b>Waste intensity in terms of physical output</b> (Total waste generated (in metric tons) / per tonne of production)	0.75	0.62
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	NA	NA
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
<b>Category of waste</b>		
(i) Recycled	2252.51	1986.68
(ii) Re-used	1849.04	1035.00
(iii) Other recovery operations	0	0
<b>Total</b>	<b>4101.55</b>	<b>3021.68</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	47.44	313.04
(ii) Landfilling	1220.95	850.72
(iii) Other disposal operations	0	0
<b>Total</b>	<b>1268.39</b>	<b>1163.76</b>

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by OECD data for India which is 22.88.

**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, the company did not carry out independent assessment by an external agency.

**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.**

All the waste is handled as required by Consent to Operate / Hazardous Waste authorization of the individual sites. The Company has obtained Gujarat Pollution Control Board ("GPCB") consent to operate the plant in safe manner and all the wastes are collected, stored, reused and disposed of in a safe manner as per consent (CC & A) by GPCB.

The Company adopts the strategy of Reduce, Reuse, Recycle, Recovery and Disposal methodology by optimizing and modifying the process from time to time. Continuous improvements in manufacturing process and technology is the key to reduce the generation of hazardous waste at our site.

Plastic waste generated (during packaging and production) and E-Waste is sent to GPCB approved vendor for recycling and safe disposal.

Hazardous waste is collected, stored and sent to BEIL / RSPL (GPCB approved vendor) to dispose of safely. The Company has agreement with all these agencies for hazardous waste disposal. Substitution with less hazardous chemicals also contribute positively. High calorific value waste is sent to cement kilns for use as co-fuel.

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

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

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

Sr. 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 Board or by courts	Corrective action taken, if any
NA	NA	NA	NA	NA

**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.

6 (Six)

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.

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / Associations (State/National)
1	Ankleshwar Industries Association	State
2	Bharuch District Management Association	State
3	Vadodara Chamber of Commerce and Industry	State
4	Dahej Industries Association	State
5	Export Promotion Council for EOUS & SEZ Units	National
6	Basic Chemicals Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)	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.

Nil

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 works closely with the community in the identified areas for carrying out the Corporate Social Responsibility initiatives. Within the area of work, the employees of the Company work with the communities to understand the impact of the projects on the intended beneficiaries. These interactions provide the people with ample opportunities to gauge and address community concerns. Based on these interactions, we have not received any specific grievances from the community at present.

**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	26.90%	35.95%
Directly from within India	59.06%	74.65%

**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	24.59%	25.87%
Semi-urban	4.57%	4.31%
Urban	40.48%	40.83%
Metropolitan	30.37%	28.99%

(Place to be categorised 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.**

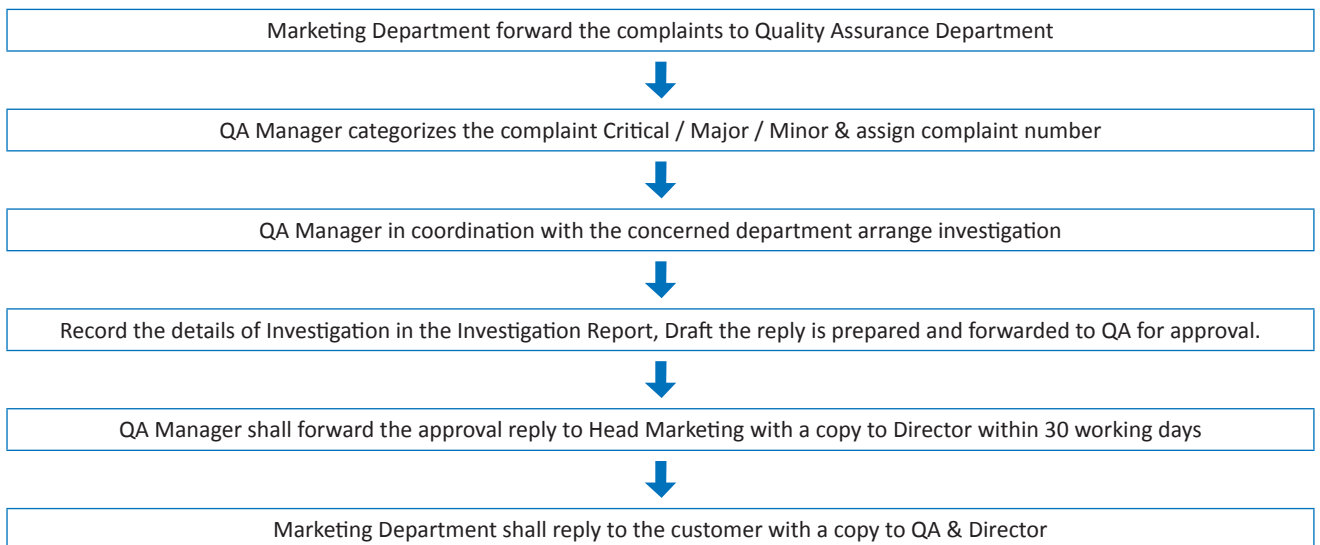
**Essential Indicators:**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has a well-established consumer complaint redressal system for its customers. Complaints are resolved within the time-bound period, depending on the nature of the complaint, and escalated to next level in case the same remains unresolved within the stipulated time frame.

To ensure customer complaints are redressed promptly and effectively, the Company has put in place a customer complaint SOP and has a Quality Assurance (“QA”) team that is responsible for handling customer complaints. Complaint records are maintained by HOD-QA. The Complete record contains complaint details, an investigation report, a response to the complainant, and the closure of complaint handling process. Appropriate Corrective and Preventive actions are being taken. The procedure after receipt of complain is as below:

**Schematic flow chart of handling market complaints**



## Grievance Redressal Mechanism: Key Highlights

### i. Easy upload and creation of complaints

On receipt of communication, written or verbal, directly from any customers, regarding the Quality, defect in the purity, efficacy, safety, labeling defects, physical appearance, shortages, complaint related to adverse reaction or any other such complaints are considered as Market Complaints. All such complaints should be addressed and forwarded to the QA department through marketing department. Upon receipt of the market complaint, designee QA shall make entry of complaint details in Customer complaint register (Format no. SOP/QA/004/F1) and assign customer complaint number.

### ii. Verification of customer credentials, customer information security

Customer communicates complaint/s to Marketing Department and response to customer complaints are communicated to customer by Marketing Department.

### iii. Complaint ID acknowledgement mail and advisory to customers

The Marketing department acknowledges the customer within 24 hours of receiving the complaint. Upon receipt of the market complaint, the designated QA shall enter the complaint details in the Customer complaint register and assign a customer complaint number. A brief investigation report shall be prepared, along with corrective and preventive action. Such an investigation report shall be forwarded to customer within 30 working days, and an appropriate CAPA shall be implemented.

### iv. Assignment of Complaints

In-charge QA shall review the nature of complaint and shall define type of complaint i.e. Major or Minor. As per the customer complaint SOP, the Company has to ensure that complaints are resolved effectively and promptly. A category of complaint is assigned and responded to by the quality assurance department.

### v. Monitoring and Analysing Complaints

The quality assurance department carries out root cause analysis on a regular basis by applying problem-solving techniques. A brief investigation report shall be prepared, along with corrective and preventive action. It should be signed by concerned departmental personnel and approved by Manager QA. Such an investigation report shall be forwarded to customer within 30 working days, and appropriate CAPA shall be implemented. If response regarding the complaint from the customer is satisfactory. Designee QA shall make entry for complaint closing in Market complaint register. This visibility ensures that complaints are resolved.

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

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

Nature of Complaint	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	Not applicable
Forced recalls	0	Not applicable

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.

Policy available (Yes/No)	Yes
Web Link	<a href="https://www.tatvachintan.com//webfiles/CorporateGovernance/PDF/tatva-chintan-data-privacy-cyber-security-policy.pdf">https://www.tatvachintan.com//webfiles/CorporateGovernance/PDF/tatva-chintan-data-privacy-cyber-security-policy.pdf</a>

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, as there were no issues or concerns related to advertising, delivery of essential services, cyber security, penalties or actions initiated by regulatory authorities for safety of Company's products.

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  
Not applicable
- c. Impact, if any, of data breaches  
Not applicable