



PUNJAB CHEMICALS

AND CROP PROTECTION LTD.

CIN NO. L24231PB1975PLC047063

Regd. Office & Works

Milestone-18, Ambala-Kalka Road, Village & P.O. Bhankharpur, Derabassi, Distt SAS Nagar, Mohali (Punjab)-140201, INDIA

Tele: 01762-280086, 522250, Fax: 01762-280070, E-mail: info@punjabchemicals.com, Website: www.punjabchemicals.com

Date: 11th July, 2024

BY E FILING

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| The Manager Department of Corporate Services BSE Limited MUMBAI-400 001 Re: BSE Scrip Code: 506618 | The Manager Listing Department National Stock Exchange of India Limited MUMBAI-400 051 NSE Scrip Symbol: PUNJABCHEM |
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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, please find enclosed 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.punjabchemicals.com.

Thanking you,

Yours faithfully

**For PUNJAB CHEMICALS AND
CROP PROTECTION LIMITED**

**RISHU CHATLEY
COMPANY SECRETARY
& COMPLIANCE OFFICER
(ACS-19932)**

Encl : as above



Business Responsibility & Sustainability Reporting

[As per Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES



I. Details of the listed entity

| | | | |
|-----|--|---|---|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | : | L24231PB1975PLC047063 |
| 2. | Name of the Listed Entity | : | Punjab Chemicals and Crop Protection Limited |
| 3. | Year of incorporation | : | 1975 |
| 4. | Registered office address | : | Milestone 18, Ambala Kalka Road, Village & PO Bhankharpur, Derabassi, Dist. SAS Nagar, Mohali (Punjab)-140201 |
| 5. | Corporate address | : | Plot No. 645-646, 5 th Floor, Oberoi Chambers II, New Link Road, Andheri (West), Mumbai – 400 053 |
| 6. | E-mail | : | info@punjabchemicals.com |
| 7. | Telephone | : | 01762- 280086, 522250 |
| 8. | Website | : | www.punjabchemicals.com |
| 9. | Financial year for which reporting is being done | : | April 1, 2023 to March 31, 2024 |
| 10. | Name of the Stock Exchange(s) where shares are listed | : | BSE Limited and National Stock Exchange of India Limited |
| 11. | Paid-up Capital (in ₹) | : | 12,26,21,850 |
| 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: Mr. Vinod Kumar Gupta, CEO Address: Milestone 18, Ambala Kalka Road, Village & PO Bhankharpur, Derabassi, Dist. SAS Nagar, Mohali (Punjab)-140201 Email: info@punjabchemicals.com Telephone: 01762- 280086, 522250 |
| 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). | : | The disclosures made in the report are on a 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 | Performance Chemicals | 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. | Manufacturing of Performance Chemicals | 20119,20211 | 100% |

III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 3 | 1 | 4 |
| International | 0 | 0 | 0 |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|-----------|
| National (No. of States) | Pan India |
| International (No. of Countries) | 26 |

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

Our contribution of export is 52% of our total turnover during the financial year 2024.

c. A brief on types of customers

The Company serves customers in Performance Chemicals including agrochemicals, Specialty and other Chemicals and industrial Chemicals.

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) | 362 | 316 | 87.29% | 46 | 12.71% |
| 2. | Other than Permanent (E) | 0 | 0 | 0.00% | 0 | 0.00% |
| 3. | Total Employees (D + E) | 362 | 316 | 87.29% | 46 | 12.71% |
| Workers | | | | | | |
| 4. | Permanent (F) | 853 | 852 | 99.88% | 1 | 0.12% |
| 5. | Other than Permanent (G) | 559 | 558 | 99.82% | 1 | 0.18% |
| 6. | Total Workers (F + G) | 1412 | 1410 | 99.86% | 2 | 0.14% |

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) | 0 | 0 | 0.00% | 0 | 0.00% |
| 2. | Other than Permanent (E) | 0 | 0 | 0.00% | 0 | 0.00% |
| 3. | Total differently abled employees (D + E) | 0 | 0 | 0.00% | 0 | 0.00% |
| Differently Abled Workers | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5. | Other than permanent (G) | 0 | 0 | 0.00% | 0 | 0.00% |
| 6. | Total differently abled workers (F + G) | 0 | 0 | 0.00% | 0 | 0.00% |

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

| Particulars | Total (A) | No. and percentage of Females | |
|--------------------------|--------------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 9 | 2 | 22.22% |
| Key Management Personnel | 3 | 1 | 33.33% |

22. Turnover rate for permanent employees and workers:

| Particulars | FY 2023-24 | | | FY 2022-23 | | | FY 2021-22 | | |
|---------------------|------------|--------|--------|------------|--------|--------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 8.86% | 1.90% | 10.76% | 9.43% | 2.36% | 11.79% | 7.02% | 0.29% | 7.31% |
| Permanent Workers | 6.00% | 0.00% | 6.00% | 4.05% | 0.00% | 4.05% | 3.34% | 0.00% | 3.34% |

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. | SD Agchem (Europe) NV, Belgium | Subsidiary | 100% | No |

VI. CSR Details

- 24.** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in ₹): ₹933 crore
(iii) Net worth (in ₹): ₹348 crore

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 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|---|--|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes , the Senior Leadership team regularly communicates with the representatives of nearby communities including villagers to understand and address their concerns, if any. The contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us/ | 0 | 0 | - | 0 | 0 | - |

| 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 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|---|--|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Investors (Other than Shareholder) | NA | NA | NA | - | NA | NA | - |
| Shareholders | Yes , the Company has a grievance redressal mechanism for shareholders. The Company has appointed Alankit Assignments Limited as the Share Transfer Registrars / Agents. The Alankit Assignments Limited takes care of shareholders' enquiries / queries, requests and complaints. The Share Transfer Registrars / Agents respond to enquiries / queries, requests and complaints within the framework specified / defined by SEBI. There is a dedicated email id to receive the grievances from investorhelp@punjabchemicals.Com (weblink: https://www.punjabchemicals.com/investor-relations/) | 7 | 0 | - | 0 | 0 | - |
| Employees and workers | Yes , the Company has in place Whistle Blower mechanism and Prevention of Sexual Harassment Policy specifying the grievance redressal mechanism. https://www.punjabchemicals.com/company-policies/ | 0 | 0 | - | 1 | 0 | - |



| 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 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|---|---|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Customers | Yes , the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us/ | 0 | 0 | - | 0 | 0 | - |
| Value Chain Partners | Yes , the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us/ | 0 | 0 | - | 0 | 0 | - |
| Other (please specify) | Yes , the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us/ | 0 | 0 | - | 0 | 0 | - |

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

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

| S. No. | Material issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|--|---|--|
| 1. | Health and Safety | Risk | Workplace accidents, hazards and injury can affect employees' morale, productivity, finances and asset integrity. There are efforts to develop a safe and healthy environment. | The Company has an ISO 45001 certified occupational health and safety (OH&S) management system which governs all the activities to ensure safe and healthy workplace for employees and to achieve Zero accident / incident adhering to the standards of EHS Management systems. Regular training and awareness, enhancing visual display, housekeeping, good maintenance practices, audits, preventing pollution at all stage of manufacturing etc. Regular review of | Negative |

| 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) |
|--------|--------------------------------|--|---|--|--|
| | | | | Safety risk mitigation plans by the Risk Management Committee and the Board. On-site and Off-site emergency plans and regular mock drills for emergency preparedness and enhancement of skill in employees. | |
| 2. | Environment and Sustainability | Risk | The environmental risk in relation to emissions, climate change and to preserve nature and its biodiversity. | <p>The Company has an ISO 14001 certification in place and take proper control measures in addressing issues of climate change, pollution management and emission control. The Company has online continuous Emissions Monitoring System connected with Central and/or State Pollution Control Boards to keep a check on emissions and comply with the statutory requirements of the Central and/or State Pollution Control Boards and emphasis on enhancing recycling of water through Zero Liquid Discharge. Planting more trees and increasing the green cover at sites and in the villages / localities adopted under CSR.</p> <p>Company has installed sufficient scrubbers to control the emission & to safe guard employees and environment.</p> <p>Sufficient utility has been provided in heat exchanges to avoid vent losses of solvents in atmosphere thus control of emission.</p> <p>Maximum close loop charging system for RM, Solvent, Chemicals.</p> <p>Maximum close loop filtration system to avoid emission in atmosphere of solvent vapor & Chemicals.</p> <p>Close loop bromine charging system with bromine tanks.</p> | Negative |
| 3. | Energy efficiency | Opportunity | Effective energy and waste management systems improves the resource management of the company thereby improving its performance and topline growth. | <p>Explore the use of alternate and renewable energy sources to reduce consumption of fossil fuels. Reuse and recycle solvents to conserve natural resources.</p> <p>Company use biomass which is environment friendly fuel also for steam generation in Boiler.</p> <p>Proper preventive maintenance being done for effective performance of utility system like boiler, chilled water system.</p> <p>Solvent recoveries maximised to recycle the solvent.</p> <p>Maximum water recycle.</p> | Positive |
| 4. | CSR | Opportunity | Developmental projects to create a positive impact and improve community relations. | Contributions made by the Company towards upliftment of the community through various initiatives and partnerships focusing on the education, health, rural infrastructure development, sanitation, environment conservation among others, elevates the Company's brand value among the local community members as well as contributes towards positive social performance. | 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.

| Disclosure Questions (Details of P1 to P9 are provided in Section C) | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| b. Has the policy been approved by the Board? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| c. Web Link of the Policies, if available | https://www.punjabchemicals.com/company-policies/ | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | N | N | N | N | N | N | N | N | N |
| 4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | Policies have been formulated taking into account pertinent national standards such as the Factories Act, 1948, Companies Act, 2013, Listing Regulations, and various other statutes. The company has ISO 9001, ISO 14001 and ISO 45001 certifications in place. The company complies with the Environment Protection Act, 1986, Child Labor (Prohibition and Regulation) Act, 1996 and Minimum Wages Act, 1946. The Company continues to stay committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of honesty, integrity, governance, ethical and transparency in all its business transactions. | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company aims to create value for all our stakeholders by striking a balance between sustainability and business activities. The Company is constantly working hard to reduce the energy consumption in an effort to reduce our carbon footprint and adopting and implementing projects that are more sustainable. Proper control measures for health and safety of employees and workers and nearby residents and communities, climate change, pollution management and emission control. Bromine tanks installed & commissioned with closed loop handling of bromine. 5% Solvent recovery enhanced in Toluene, MPC, Benzene, Morphine recovery. Old building revamping. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Performance of each of the principles is audited and reviewed periodically by different teams and committees led by the Senior Management. | | | | | | | | |
| 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 to integrate its Environmental, Social and Governance (ESG) principles into its businesses which is central to improving the 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, waste water management, nature and biodiversity. The Company has established policies for Environment, Health and Safety (EHS) and is committed to conducting beneficial and fair business practices to the labor, 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 neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development through CSR. Apart from this the company has its separate policy for Code of Conduct, Whistle Blower Policy and POSH. | | | | | | | | |

| Disclosure Questions (Details of P1 to P9 are provided in Section C) | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Shalil Shashikumar Shroff, Managing Director and Mr. Vinod Kumar Gupta, Chief Executive Officer, reports to Board periodically on progress made on ESG agenda of the Company. | | | | | | | | |
| 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 of Board of Directors for Risk Management which is also responsible for making decisions on sustainability issues. | | | | | | | | |

| 10. Details of Review of NGRBCs by the Company: | | | | | | | | | | | | | | | | | | |
|--|---|----|----|----|----|----|----|----|----|--|----|----|----|----|----|----|----|----|
| Subject for Review | Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | |
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action | Board of Directors | | | | | | | | | Annually | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Board of Directors | | | | | | | | | Annually | | | | | | | | |
| Note: In line with Company's Code of Conduct, all Board level meetings and business meetings are led by the Managing Director and Chief Executive Officer for sustainability and business responsibility discussions on continual basis. The Directors and Senior Management members affirm compliance with the Code of Conduct on annual 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. | | | | | | | | | |
|---|----|----|----|----|----|----|----|----|--|
| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | |
| No, However, the policies are reviewed periodically from a best practice perspective as well as from a risk perspective. Further, the process and compliance with the policies are also reviewed internally by various departmental heads and business heads. | | | | | | | | | |

| 12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: | | | | | | | | | |
|---|---|----|----|----|----|----|----|----|----|
| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| The entity does not consider the Principles material to its business (Yes/No) | All the above principal are covered by the Policies | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| The entity does not have the financial/human and technical resources available for the task (Yes/No) | | | | | | | | | |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



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

Essential Indicators

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

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|---|
| Board of Directors | 6 | During Board/Committee Meetings, directors receive regular presentations covering a range of topics essential to the Company's operations. These include the Company's strategy, business operations, market performance organizational structure, product bifurcation, finance, risk management, quarterly and annual financial results, human resources, research and development, information technology, health safety & environment, regulatory updates, update on whistle blower mechanism and future outlook. The KMP were also provided trainings on POSH awareness and emergency preparedness awareness programs. | 100% |
| Key Managerial Personnel | 8 | During Board/Committee Meetings, directors receive regular presentations covering a range of topics essential to the Company's operations. These include the Company's strategy, business operations, market performance organizational structure, product bifurcation, finance, risk management, quarterly and annual financial results, human resources, research and development, information technology, health safety & environment, regulatory updates, update on whistle blower mechanism and future outlook. The KMP were also provided trainings on POSH awareness and emergency preparedness awareness programs. | 100% |
| Employees other than BoD and KMPs | 300 | POSH Awareness, Emergency Preparedness, Internal Auditors Certification, Management Skills, Electrostatic Hazards, Supervisory Skills, Excel Training, Operation & Calibration of GCL HPLC, Good Laboratory Practices, Procedure for Gas Chromatography Analysis, Procedure for Indexing of Docs. | 100% |
| Workers | 736 | Jimmedari Ki Shakti, PPEs, Fire Fighting Training, Chemical Handling, MSDS, Unsafe Act and Conditions, Work Permit, Head & Eye Protection, Vessel Entry, Proper Usage of Utilities, Proper Handling of Vacuum System, Identification & Mitigation of Static Charge, Monitoring of Rotating & Static Equipments, LOTO, Emergency Response, Readiness of plant for Shut Down, Housekeeping 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 | - | Settlement Commission, Principal Bench, Customs, Central Excise & Service Tax Settlement Commission, Department of Revenue, Ministry of Finance. | 20,00,000 | On an investigation done by DRI, it was found that company availed excess MEIS benefit of 3% instead of 2% due to inadvertently misclassification of goods. Consequently, the Company basis expert view, had assessed a liability for the differential amount to be refunded for the period from 1 April 2015 till 31 December 2019 amounting to Rs. 907 lakhs (including interest 130 lakhs) which was voluntarily deposited during 2020-21. However, DRI issued show cause notice dated 28 December 2020 under the Custom Act, 1962 imposing penalty of equivalent amount. DRI appointed additional Director General (Adjudication), DRI, New Delhi as common adjudicating authority. In 2022, additional Director General (Adjudication), DRI, New Delhi was re-designated as Commissioner of Custom (Adjudication) Delhi as per notification no 23/2022-cus(nt) dated 31.03.2022. During the FY22-23, the company filed application before the customs and central excise settlement commission for settlement of the case under section 127B of customs | No |

| | | | | | |
|-----------------|-----|--|--|--|--|
| | | | | act, 1962. During the FY23-24, the settlement commission passed the order by imposing penalty of Rs 20 lakhs which was subsequently deposited and intimated to the adjudicating authority who passed the final order on 24.5.24. | |
| Settlement | | | | | |
| Compounding Fee | Nil | | | | |

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

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

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

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

Yes, The Company continues to stay committed to conducting business in accordance with applicable laws, rules and regulations and the highest standards of honesty, integrity, governance, ethical and transparency in all its businesses. The Company has the Anti-Bribery and Anti-Corruption Policy to discourage bribery, corruption, gifts, payments, or any kind of consideration solicited, from or given to any person, to secure advantage in business transactions/ dealings and has also adopted Whistleblower Mechanism for reporting about unethical behavior, actual or suspected fraud or violation of the Company's Code of Conduct. The policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel.

The Anti Bribery and Anti-Corruption Policy is available at <https://www.punjabchemicals.com/wp-content/uploads/2023/03/Anti-Bribery-and-Anti-Corruption-Policy.pdf>.

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

| Particulars | FY 2023-24 | FY 2022-23 |
|-------------|------------|------------|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |
| Workers | Nil | Nil |

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

| Particulars | 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 | - | 0 | - |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | - | 0 | - |

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

Not Applicable.

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

| Particulars | FY 2023-24 | FY 2022-23 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 74 Days | 76 Days |



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. Purchases from trading houses as % of total purchases | 20% | Not Applicable |
| | b. Number of trading houses where purchases are made from | 64 | |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 56% | |
| Concentration of Sales | a. Sales to dealers/ distributors as % of total sales | 3% | |
| | b. Number of dealers/ distributors to whom sales are made | 58 | |
| | c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors | 67% | |
| Share of RPTs in | a. Purchases (Purchases with related parties/ Total Purchases) | Nil | |
| | b. Sales (Sales to related parties/ Total Sales) | 2.45% | |
| | c. Loans & advances (Loans & advances given to related parties/ Total loans & advances) | 99% | |
| | d. Investments (Investments in related parties/ Total Investments made) | Nil | |

Leadership Indicators

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

| Total number of awareness programmes held | Topics / principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|--|---|
| | Nil | |

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

Yes- Company upholds the highest standards of corporate governance through the implementation of a robust Code of Conduct for the Board. This foundational document meticulously defines and addresses conflicts of interest, providing preventive measures and guidelines for resolution. During Board meetings, a proactive stance is taken with Members transparently disclosing any potential conflicts related to agenda items. A dedicated policy governs related party transactions, ensuring accountability and integrity. In any conflict scenario, Board members abstain from voting on pertinent matters. For detailed insights, interested parties can refer to our Code of Business Conduct and Ethics for Directors and Sr. Management, highlighting our commitment to ethical leadership and governance excellence. For in depth insights, follow our weblink <https://www.punjabchemicals.com/code-of-conduct/>

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 | 24% | 26% | Improvement in Environmental impact parameters such as water, Air, Hazardous. |
| Capex | 67% | 52% | To improve Emission absorption system, health and safety environment for workers. |

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
 Yes, At Punjab Chemicals we proudly adhere to the Supplier Code of Conduct, which outlines our commitment to sustainable procurement practices. Our dedication extends beyond mere compliances; We actively seek to strengthen our environmental and social footprint by proactively mitigating risks through a carefully designed risk-based strategy.
- b. If yes, what percentage of inputs was sourced sustainably?
 100%

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): As per the Plastic Waste Management rules, the company has laid down a procedure for collecting and segregating plastic waste generated during the process. Further recycling and disposal of plastic is carried out as per the CPCB guidelines.
- (b) E-waste: The Company has standard procedure for handling, storage and disposal of generated E-waste as per E-Waste (Management) Rules. Further recycling and disposal of E-waste generated is carried out as per CPCB guidelines.
- (c) Hazardous waste: The Company has standard operating procedure for handling, storage and disposal of generated Hazardous waste as per Hazardous Waste (Management and Transboundary) Rules. Further disposal of generated waste is carried out as per CPCB and PCB guidelines. We have an agreement in place with the TSDF site for the safe and sustainable disposal of generated waste.
- (d) and other waste: The Company has standard operating procedure for handling, storage and disposal of generated canteen waste and sending for vermi-composition.

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.

Yes, Punjab Chemicals adheres to the waste management rules as amended from time to time and mandated by law. The company is also registered as per the Extended Producer Responsibility (EPR) plan.

Leadership Indicators

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

| NIC Code | Name of Product/ Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective/ Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/ No) If yes, provide the web-link. |
|----------|--------------------------|---------------------------------|---|---|---|
| N.A. | | | | | |

2. If there are any significant social or environmental concerns and/ or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. No

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

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

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|------------|
| | FY 2023-24 | FY 2022-23 |
| Benzene | 88.12% | 88.29% |
| Toluene | 96.37% | 96.85% |
| Denatured Spirt | 61.41% | 64.28% |



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

| | FY 2023-24 | | | FY 2022-23 | | |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | 34.4MT | 33MT | 97MT | 35.8MT | 36MT | 107MT |
| E-waste | 0 | 0 | 0 | 0 | 0 | 0 |
| Hazardous waste | 0 | 0 | 1149.404MT | 0 | 0 | 485.920MT |
| Other waste | 0 | 0 | 1096.08MT | 0 | 0 | 1600MT |

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

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|---|
| | Nil |

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

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 | 316 | 31 | 9.81% | 316 | 100% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Female | 46 | 10 | 21.74% | 46 | 100% | 46 | 100% | 0 | 0.00% | 0 | 0.00% |
| Total | 362 | 41 | 11.33% | 362 | 100% | 46 | 12.71% | 0 | 0.00% | 0 | 0.00% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Total | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |

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 | 852 | 308 | 36.15% | 852 | 100% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Female | 1 | 0 | 0 | 1 | 100% | 1 | 100% | 0 | 0.00% | 0 | 0.00% |
| Total | 853 | 308 | 36.11% | 853 | 100% | 1 | 0.12% | 0 | 0.00% | 0 | 0.00% |
| Other than Permanent workers | | | | | | | | | | | |
| Male | 558 | 0 | 0.00% | 558 | 100% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Female | 1 | 0 | 0.00% | 1 | 100% | 1 | 100% | 0 | 0.00% | 0 | 0.00% |
| Total | 559 | 0 | 0.00% | 559 | 100% | 1 | 0.18% | 0 | 0.00% | 0 | 0.00% |

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

| Particulars | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Cost incurred on well- being measures as a % of total revenue of the company | 0.60% | 0.55% |

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 | 100.00% | 100.00% | Y | 100.00% | 100.00% | Y |
| Gratuity | 100.00% | 100.00% | Y | 100.00% | 100.00% | Y |
| ESI | 13.00% | 65.00% | Y | 14.00% | 66.00% | Y |
| Others -please specify | Nil | Nil | Nil | Nil | Nil | Nil |

3. Accessibility of workplaces.

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

Yes, the premises/offices of the Company are accessible to differently abled employees and worker.

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.

At Punjab Chemicals, our strong commitment to promoting diversity, equity and inclusion is exemplified through our 'All In' initiative. We recognize the inherent value of embracing diverse perspectives and experiences, understanding that this enriches our workplace culture and fosters innovation. Based on our Code of Conduct and guided by the principles of 'Reflect,' 'Expose' and 'Transform,' we are dedicated to developing a workforce that reflects the vibrant tapestry of our communities. Through concerted efforts, we strive to develop an inclusive environment where trust, compassion and mutual respect flourish. Our approach encompasses multifaceted strategies aimed at building representative leadership, empowering our workforce, and catalyzing positive social change. Some of the initiatives include, implementation of stronger safeguards, and facilitation of bias sensitization workshops to promote awareness and understanding. weblink: <https://www.punjabchemicals.com/code-of-conduct/>

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 | 100 | 100 | 0 | 0 |
| Total | 100 | 100 | 0 | 0 |

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

| Category | Yes/No (If Yes, then give details of the mechanism in brief) |
|--------------------------------|--|
| Permanent Workers | Yes |
| Other than Permanent Workers | Yes |
| Permanent Employees | Yes |
| Other than Permanent Employees | Yes |

The Company upholds grievance redressal policy including redressal mechanism for all categories of employees across all locations of the Company.

**7. Membership of employees and worker in association(s) or Unions recognized 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 | 362 | 0 | 0.00% | 339 | 0 | 0.00% |
| - Male | 316 | 0 | 0.00% | 292 | 0 | 0.00% |
| - Female | 46 | 0 | 0.00% | 47 | 0 | 0.00% |
| Total Permanent Workers | 853 | 828 | 97.07% | 889 | 863 | 97.08% |
| - Male | 852 | 828 | 97.18% | 889 | 863 | 97.08% |
| - Female | 1 | 0 | 0.00% | 0 | 0 | 0.00% |

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 | 316 | 147 | 46.52% | 115 | 36.39% | 292 | 75 | 25.68% | 103 | 35.27% |
| Female | 46 | 18 | 39.13% | 22 | 47.83% | 47 | 4 | 8.51% | 27 | 57.45% |
| Total | 362 | 165 | 45.58% | 137 | 37.85% | 339 | 79 | 23.30% | 130 | 38.35% |
| Workers | | | | | | | | | | |
| Male | 852 | 506 | 59.39% | 320 | 37.56% | 889 | 268 | 30.15% | 0 | 0.00% |
| Female | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| Total | 853 | 506 | 59.32% | 320 | 37.51% | 889 | 268 | 30.15% | 0 | 0.00% |

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 | 316 | 280 | 88.61% | 292 | 163 | 55.82% |
| Female | 46 | 44 | 95.65% | 47 | 33 | 70.21% |
| Total | 362 | 324 | 89.50% | 339 | 196 | 57.82% |
| Workers | | | | | | |
| Male | 852 | 816 | 95.77% | 889 | 487 | 54.78% |
| Female | 1 | 0 | 0.00% | 0 | 0 | 0.00% |
| Total | 853 | 816 | 95.66% | 889 | 487 | 54.78% |

Note: 100% of eligible employees have received performance and career development reviews.

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, the Company is firmly committed to adhering to the guidelines and principles outlined in ISO 45001. This commitment extends to providing a secure working environment for employees, contractors, sub-contractors, visitors, and neighbouring communities at Derabassi, Lalru and Pune site. We implement measures to prevent work-related injuries and illnesses, reduce risks, and consistently enhance safety performance. Punjab Chemicals holds certifications for both ISO 45001 and ISO 14001, underscoring our dedication to occupational health and safety standards.

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

The Company has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations and hazardous chemicals used, sites have deployed structured Hazard Assessment, Risk Assessment and Management Process – both qualitative and quantitative which is regularly reviewed and mitigation plans are put in place for high-risk areas. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities. For all activities including routine or non-routine (permit/project activities) hazards are identified by a trained cross functional team and risk assessment and management is done through Hazard Identification and Risk Assessment (HIRA)/Job Safety Analysis (JSA)/Standard Operating Procedure (SOP) which is referred before starting any activity. The Company has procedures for process safety and functional safety including Layers of Protection Analysis (LOPA). Identified hazards and associated risks are addressed through operational control measures using a hierarchy of control approach. Techniques like Process Hazard Analysis (PHA), what if-analysis, Failure Mode Effect Analysis (FMEA) are carried out on a case-to-case basis. On a day-to-day basis unsafe conditions and hazards are also identified by employees and reported in the near miss register or in the safety suggestion box or telephonically to their HOD's. This facility is also extended to contractors working on sites. The closure of same is tracked to ensure risk control at workplace. Storing and handling of toxic chemicals like chlorine, solvents, flammable materials etc. are identified as the major process hazards at the site for which the Company has carried out Quantitative Risk Assessment; HAZOP study and engineering review by external / internal experts as appropriate.

- 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 for each department through a register. These are compiled on digital platforms, for compliance and statistical analysis through a central team of experts at each site. All sites have specific procedures for reporting of work-related hazards, injuries, unsafe conditions and unsafe acts.

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

Yes, Employees and workers of organization have access to non-occupational medical healthcare services. At all sites we have dedicated doctors, person can approach them for non-occupational illness related issues.

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 | 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 |

*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 Environment, Health and Safety (EHS) practices through continual improvements. The Company has integrated EHS Policy, which is implemented across all the three sites. The EHS Policy is aligned to the Group Safety Policy; Corporate Sustainability and the safety of stakeholders. To ensure steady improvement in the EHS performance, the Company has already adopted standards such as ISO 45001:2018 and other Safety guidelines. HIRA i.e. Hazard identification and Risk Assessment and Management is being done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure. Job Safety Analysis (JSA) Procedure is being followed for no routine jobs. HAZOP i.e. Hazard and operability studies are being done to ensure adequate controls are in place to prevent process related events. Hierarchy of controls is being ensured for application of risk control measures. Control measures are in place to bring risks in acceptable range. Deployment of a Safe and Healthy system of work is assured through



periodic safety audits and inspections across sites. The controls serve as an essential barrier to protect employees and the environment from potential hazards. Operating Procedures and Safe Work Practices ensures uniform and safe operations and minimize operational errors with consistent performance. Hazard Monitoring and Communication of materials and processes are continuously monitored, reported, and communicated to all employees. All these systems and practices help to ensure availability of a safe and healthy workplace.

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 | - | 0 | 0 | - |
| Health & Safety | 0 | 0 | - | 0 | 0 | - |

14. Assessments for the year:

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

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

Safety related incidents are being investigated and investigation reports are shared across the sites for deployment of corrective actions and to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits. Significant risks/ concerns arising from safety risk assessment of Health and Safety Practices are addressed through adequate engineering and system controls.

Leadership Indicators

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

| | |
|---------------|---|
| (A) Employees | Yes, the Company extends a compensatory package to all its employees including workers in event of death. |
| (B) Workers | |

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

Company regularly monitors remittance of statutory dues by value chain partners as part of processing their bills on a regular basis with periodic audits.

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

| Particulars | Total no. of affected employees/workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-------------|---|------------|---|------------|
| | FY 2023-24 | FY 2022-23 | FY 2023-24 | FY 2022-23 |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 0 | 0 | 0 | 0 |

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

Yes, on case to case basis.

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|--|
| Health and safety practices | The Company has practice to visit the customers before purchasing technical products and ensure adequate training is being provided by supply chain partners to handle products safely. For domestic value chain partners also, adequate training is ensured by supply chain partners to handle products safely. |
| Working Conditions | |

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

Our rigorous supply chain assessments have revealed no significant risks in health and safety practices or working conditions. Through due diligence, we identify and mitigate risks across our supply chain. Our Active Pharmaceutical Ingredient (API) suppliers and third-party logistics partners undergo assessment by auditors to ensure compliance with our standards.

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.

Engaging with stakeholders is crucial for us at Punjab Chemicals in addressing sustainability related concerns. We strongly believe that engaging with diverse stakeholder groups introduces a wide array of perspectives. This inclusivity fosters trust and understanding among stakeholders. Within our organization, we identify key internal and external stakeholders through peer review and analyse stakeholder groups that may have a potential impact or influence on our business operations.

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 |
|--------------------------|--|---|---|--|
| Local Communities/ NGO | No | <ul style="list-style-type: none"> Regular meetings Emails and telephonic conversations CSR Reports | Continuous | * CSR Activities |
| Suppliers | No | <ul style="list-style-type: none"> Emails and Meetings Training workshop and seminars Supplier assessment and review Supplier grievance mechanism | Continuous | <ul style="list-style-type: none"> Supplier development Promoting local supplier Supplier assessment Promoting shared growth |
| Employees | No | <ul style="list-style-type: none"> Training and Programmes Employee engagement surveys Performance appraisal reviews Grievance redressal mechanism Emails and Meetings | Continuous | <ul style="list-style-type: none"> Employee health, safety and well-being initiatives. Providing E Learning and development platforms for behavioral and skill development. Employee engagement and satisfaction. Updates and communication on policies, processes, systems. |



| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------------|--|--|--|---|
| Shareholders/ Investors | No | <ul style="list-style-type: none"> Annual Report Annual General Meeting (AGM) One-on-One Interactions Announcement through stock exchanges Company website Dedicated email ID for Investor Grievances Investor/Analyst meet Quarterly Financial Statements | Continuous/ Need Basis | <ul style="list-style-type: none"> Financial performance Operational performance Business outlook CSR Programs Corporate Governance Material Disclosures etc. |
| Trade Partners | No | Emails and Meetings | Periodically/ Need Basis | <ul style="list-style-type: none"> Ensuring availability of products Explain emerging channels of trade |

Leadership Indicators

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

The company has a Stakeholder Relationship Committee in place ensure that an effective self-regulatory mechanism exists to protect the interest of stakeholders. The concerns identified and are resolved to the satisfaction of the shareholders. The Management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company has focused on this aspect through its EHS (Environment, Health, Safety) policy that updates the progress on the actions to the Board and takes inputs on a quarterly basis.

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

Yes, through community interaction study, the Company engages with its stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental and social topics.

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

The Company follows an extensive development approach which specifically targets the vulnerable and marginalized stakeholders. It has been the Company's constant endeavor to focus on inclusive and collaborative growth in the neighborhood areas of operations aiming to improve the quality of life by better education, health care, agriculture/ animal husbandry, better livelihood skills and employment.

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicator

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 | 362 | 190 | 52.49% | 0 | 0 | - |
| Other than Permanent | 0 | 0 | 0 | 0 | 0 | - |
| Total Employees | 362 | 190 | 52.49% | 0 | 0 | - |
| Workers | | | | | | |
| Permanent | 0 | 0 | 0 | 0 | 0 | - |
| Other than Permanent | 0 | 0 | 0 | 0 | 0 | - |
| Total Workers | 0 | 0 | 0 | 0 | 0 | - |

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) |
| Employees | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 316 | 0 | 0.00% | 316 | 100% | 292 | 0 | 0.00% | 292 | 100% |
| Female | 46 | 0 | 0.00% | 46 | 100% | 47 | 0 | 0.00% | 47 | 100% |
| Other than Permanent | | | | | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 852 | 90 | 10.56% | 762 | 89.44% | 889 | 889 | 100% | 0 | 0.00% |
| Female | 1 | 0 | 0.00% | 1 | 100% | 0 | 0 | 0.00% | 0 | 0.00% |
| Other than Permanent | | | | | | | | | | |
| Male | 558 | 0 | 0.00% | 558 | 100% | 528 | 528 | 100% | 0 | 0.00% |
| Female | 1 | 0 | 0.00% | 1 | 100% | 2 | 2 | 100% | 0 | 0.00% |

**3. Details of remuneration/salary/wages:****a. Median remuneration / wages:**

| | Male | | Female | |
|-------------------------------------|--------|--|--------|--|
| | Number | Median remuneration/ salary/ wages of respective category (₹ in Lakh) | Number | Median remuneration/ salary/ wages of respective category (₹ in Lakh) |
| Board of Directors (BoD)* | 6 | 9.46 | 2 | 4.21 |
| Key Managerial Personnel (KMP)** | 3 | 256.00 | 1 | 21.00 |
| Employees other than BoD and KMP*** | 267 | 4.54 | 41 | 6.57 |
| Workers*** | 834 | 3.00 | 1 | 3.00 |

* The Independent Directors and Non-Executive Non-Independent Directors are entitled to Sitting Fees and Commission as per the statutory provisions. Only Non-Executive Directors are included in the Board of Directors.

** KMPs include Managing Director along with CEO, CFO and CS of the Company.

*** The Median salary of the staff/workers is arrived by taking into account the gross salary of the employees/workers who worked through the year. The employees who joined or left in any part of the year have not been considered for computing the median.

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 | 5.42% | - |

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, there is Human Right Policy in place.

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

The Company has a common mechanism to redress grievances under human rights as for other grievances. Grievances are received through email, letter, or telephonically etc., it is registered by the HR and Admin department at respective locations and its sanity check is done. For complaints which are in the purview of the Code of Conduct committee, merits further investigation. Investigation is either internal or external, based on its severity. The investigator conducts investigation by gathering the data, validating, analyzing and gives his observations and recommendations. The investigation report is further reviewed by the CEO and the recommendations are acted upon. The documentation of the action taken is filed for records. These are reviewed by the Audit Committee.

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 | 0 | 0 | - | 1 | 0 | - |
| Discrimination at workplace | 0 | 0 | - | 0 | 0 | - |
| Child Labor | 0 | 0 | - | 0 | 0 | - |
| Forced Labor/ Involuntary Labor | 0 | 0 | - | 0 | 0 | - |
| Wages | 0 | 0 | - | 0 | 0 | - |
| Other human Rights related issues | 0 | 0 | - | 0 | 0 | - |

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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0 | 1 |
| Complaints on POSH as a % of female employees / workers | 0 | 2 % |
| Complaints on POSH upheld | 0 | 0 |

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

In handling all complaints, confidentiality of the complainant's details is strictly maintained. Investigations are conducted with the utmost sensitivity to prevent any inadvertent exposure of the complainant's identity. Our commitment to privacy and respect ensures a safe and secure environment for all involved.

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

Yes, At our organization, rigorous due diligence is carried out to ensure compliance with human rights standards. We prioritize active communication of our human rights framework both internally and externally, embedding these principles within agreements, contracts, and our comprehensive Code of Conduct. Through these measures, we reaffirm our commitment to upholding human rights at every level of our operations and relationships. By fostering transparency and accountability, we strive to create a culture where human rights are respected and upheld in all aspects of our business endeavours.

10. Assessments for the year:

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

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

There was no audit concerns in the above area from assessments in Financial Year 2023-24

Leadership Indicators

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

No grievances or complaints related to Human Rights principles and guidelines have been reported. In a proactive stance, we have implemented a leave policy and travel guidelines for the safety of our female colleagues at the workplace and during commute.

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

All employees and workers on the Company's roll are encompassed within our human rights due diligence framework. This encompasses assessments on Freedom of Association, Prohibition of Forced Labour, Prohibition of Child Labour, POSH policy, and more.

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

-Yes

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

| | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|--|
| Sexual harassment | Company prioritizes responsible partnerships and implements a rigorous supplier assessment process. This process evaluates key areas such as Environment, Health and Safety (EHS), Corporate Social Responsibility (CSR), Anti-Bribery Due Diligence (ABDD), cybersecurity, and financial stability. |
| Discrimination at workplace | |
| Child labour | |
| Forced labour/involuntary labour | |
| Wages | |
| Others – please specify | |

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

Not Applicable

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) | 0 | 0 |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through sources (C) other | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | 0 | 0 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 37439583157 | 36626054000 |
| Total fuel consumption (E) | | 0 |
| Energy consumption through other sources (F) | 1098902130 | 1635482000 |
| Total energy consumed from non-renewable sources (D+E+F) | 38538485287 | 38261536000 |
| Total energy consumed (A+B+C+D+E+F) | 38538485287 | 38261536000 |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) | 4.13 | 3.79 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total energy consumed / Revenue from operations adjusted for PPP)* | 94.51 | 86.85 |
| Energy intensity in terms of physical output Total energy consumed/Total Production in MT converted to KG | 1100 | 1132 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | Not Applicable | Not Applicable |

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 revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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 |
|---|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| i. Surface water | 15584m3 | N.A. |
| ii. Groundwater | 100909m3 | 101553.5m3 |
| iii. Third party water | N.A. | N.A. |
| iv. Seawater / desalinated water | N.A. | N.A. |
| v. Others | N.A. | N.A. |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 116493m3 | 101553.5m3 |
| Total volume of water consumption (in kilolitres) | 116493m3 | 101553.5m3 |
| Water intensity per rupee of turnover (Total water consumption/Revenue from operations) | 0.000012 | 0.000010 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | 0.000286 | 0.000231 |
| Water intensity in terms of physical output | 0.003325 | 0.003003 |
| Water intensity (optional) – the relevant metric may be selected by the entity | N.A. | N.A. |

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 | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | Not Applicable | Not Applicable |
| (iv) Sent to third-parties | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| Total water discharged (in kilolitres) | | |

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

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

Yes, the Company is Zero liquid Discharge, the generated effluent is being fed into MEE for thermal decomposition and the condensate so, received is being recycled in the Cooling towers.

**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 | MT | 3.30 | 1.57 |
| Sox | MT | 3.42 | 1.1 |
| Particulate matter (PM) | MT | 3.53 | 1.41 |
| Particulate matter (PM) | | 0 | 0 |
| Persistent organic pollutants (POP) | | 0 | 0 |
| Volatile organic compounds (VOC) | | 0 | 0 |
| Hazardous air pollutants (HAP) | | 0 | 0 |
| Others – please specify | | | |

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

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

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|--|--|----------------|----------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 2125.67MT | 1213.54MT |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 0 | 0 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | - | 0.00000023 | 0.00000012 |
| 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) | - | 0.00000521 | 0.00000276 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | - | 0.00006067 | 0.00003589 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | - | Not Applicable | Not Applicable |

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, then provide details.

Yes, the company has established system to meet in carbon emission reduction plan and the company is using rice-husk as a fuel in boiler for steam generation.

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) | 164.66MT | 180.01MT |
| E-waste (B) | 8.52MT | 0.250MT |
| Bio-medical waste (C) | 0.271MT | 0.0012MT |
| Construction and demolition waste (D) | Nil | Nil |
| Battery waste (E) | Nil | Nil |
| Radioactive waste (F) | Nil | Nil |

| Parameter | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Other Hazardous waste Please specify, if any. (G) | Nil | Nil |
| Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | Nil | Nil |
| Total (A + B + C + D + E + F + G + H) | 173.451MT | 180.2612MT |

| Parameter | FY 2023-24 | FY 2022-23 |
|---|----------------|----------------|
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | 0.000000019 | 0.000000018 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | 0.000000425 | 0.000000409 |
| Waste intensity in terms of physical output | 0.000004951 | 0.000005331 |
| Waste intensity (optional) – the relevant metric may be selected by the entity | Not Applicable | Not Applicable |
| 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 | Nil | Nil |
| (ii) Re-used | Nil | Nil |
| (iii) Other recovery operations | Nil | Nil |
| Total | Nil | Nil |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 954.05MT | 642.130 |
| (ii) Landfilling | 1079.304MT | 469.16MT |
| (iii) Other disposal operations | 1096.97MT | 1161.654MT |
| Total | 3130.324MT | 2772.94MT |

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

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

A complete strategy to trash minimization, segregation, and safe disposal is integrated by the company into its waste management plan. The Company has put in place several initiatives to reduce manufacturing rejects as part of the resource optimization and waste minimization process. The strategy is being adopted by the company to reduce usage of hazardous waste and toxic chemicals by source reduction through plant modifications, waste recovery/recycle or waste treatment through destruction, detoxification or neutralization the undesirable waste and waste minimization also being done through process modification.

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:

Company's manufacturing facility and office location are strategically situated away from ecologically sensitive areas. We prioritize environmental stewardship by ensuring minimum environmental footprint and maximising value for all stakeholders

**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 |
|---|----------------------|------|---|--|-------------------|
| During the reporting period, Company has not conducted any environment impact assessment. | | | | | |

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:

During the reporting period, there were no cases of non-compliance to applicable laws, regulations, guidelines in India. Punjab Chemicals has got Valid Consent to Operate, issued by the respective state Pollution Control Board.

Leadership Indicators

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

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

- (i) Name of the area- Derabassi, Lalru and Pune
- (ii) Nature of operations- Manufacturing of Agrochemicals, Specialty Chemicals and Industrial Chemicals
- (iii) Water withdrawal, consumption and discharge in the following format:

| Parameter | FY 2023-24 | FY 2022-23 |
|---|----------------------|------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 15584m ³ | NA |
| (ii) Groundwater | 100909m ³ | 101553.5m ³ |
| (iii) Third party water | NA | NA |
| (iv) Seawater / desalinated water | NA | NA |
| (v) Others | NA | NA |
| Total volume of water withdrawal (in kilolitres) | 116493m ³ | 101553.5m ³ |
| Total volume of water consumption (in kilolitres) | 116493m ³ | 101553.5m ³ |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.000012 | 0.000010 |
| Water intensity (optional) – the relevant metric may be selected by the entity | Not Applicable | Not Applicable |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (ii) Into Groundwater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iii) Into Seawater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | Not Applicable | Not Applicable |
| (iv) Sent to third-parties | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| Total water discharged (in kilolitres) | | |

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

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

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|--|---|----------------|----------------|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ Equivalent | 0 | 0 |
| Total Scope 3 emissions per rupee of turnover | MT/₹ | 0 | 0 |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | Not Applicable | Not Applicable | Not Applicable |

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

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

Not applicable as our business operations do not operate in any of the ecologically sensitive zones.

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

| S. No. | Initiative under taken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|-----------------------------|--|--|
| 1. | Integrated Waste Management | i) Converting Hazardous waste in useable material like: Spent Acetic Acid, Spent Poly aluminium chloride, Spent HCL, Spent NMP, Spent KCL Solution, Spent Oxalic Acid of Layer, Spent Morpholene of Layer. ii) Scrubber installation at boiler to avoid air pollution. iii) New Technology (MVRE) Mechanical Vapor Recompression Evaporation to minimize stream Consumption. | Conservation of Natural resources/ Raw materials/ Reduction in usage of natural resources. Air pollution control. Conservation of natural resources. |

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

The Company has a robust disaster management plan, addressing Environment, Health and Safety (EHS) emergencies with a defined command structure for efficient crisis response. A global business continuity and impact assessment guides the formulation of disaster recovery plans, covering life safety, health, product crisis, cyber attacks, customer service, revenue, public image, regulatory compliance, and product development. This proactive approach ensures preparedness to safeguard operations, employees, customers, and the community in times of crisis. Furthermore, Business Continuity and Impact Assessment is carried out periodically for all functions and operations across the Country, basis which business continuity and disaster recovery plans are reviewed and strengthened further.

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

We ensure regular due diligence for mapping risks across our supply chain to maintain the resilience and business continuity across operations. Our assessments in the reporting period indicated no significant risks or concerns with respect to violation of human rights, environment, health and safety across the value chain.

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

Company prioritizes responsible partnerships and implements a rigorous supplier assessment process. This process evaluates key areas such as Environment, Health and Safety (EHS), Corporate Social Responsibility (CSR), Anti-Bribery Due Diligence (ABDD), cybersecurity, and financial stability.

**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:
The Company is a member of 5 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 | CHEMEXIL-Basic Chemicals, Cosmetics & Dyes Export Promotion Council | National |
| 2 | PHDCCI-PHD Chamber of Commerce and Industry | National |
| 3 | BCCI-Bombay Chamber of Commerce and Industry | National |
| 4 | Crop Care Federation of India | National |
| 5 | The Council of EU Chamber of Commerce in India | National |

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

Not Applicable, as no cases of anti-competition conduct were identified during the reporting period.

Leadership Indicators

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

| S. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
|--------|--|---|--|---|------------------------|
| 1 | The company works closely with various trade and industry associations to represent the industry before governments and regulators. We ensure that policy advocacy is done in a transparent and responsible manner, keeping the national interest in mind. | We have representation across key industry and business associations. We also actively participate on important sectoral topics for the benefit of all. | No | NA | NA |

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.**

No assessment carried out during the reporting period.

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

Not Applicable

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

The Company value engagement with communities. Our management team diligently manages incoming grievances, emails, requests by ensuring prompt responses and appropriate redirection to relevant departments wherever required for a quick resolution.

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 | 5.11% | 5.70% |
| Directly from within India | 64.14% | 63.98% |

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 | - | - |
| Urban | 100% | 100% |
| Metropolitan | - | - |

(Place to be categories as per RBI classification system- rural / semi - urban/ urban metropolitan)

Leadership Indicators

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

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Nil | NA |

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

None

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

No

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

Not Applicable

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

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: None

| S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|--------|--|--------------------------|---------------------------|------------------------------------|
| 1 | - | - | - | - |

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. None

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| - | - | - |

**6. Details of beneficiaries of CSR Projects:**

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|--|---|--|
| 1 | Education Projects | 9325 | 100% Beneficiaries from rural areas |
| 2 | Environment Project | 10000 | 100% Beneficiaries from rural areas |
| 3 | Rural Development Projects | 2000 | 100% Beneficiaries from rural areas |
| 4 | Preventive Health Care Projects- Medical and Eye- Check-up camps | 665 | 100% Beneficiaries from rural areas |

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

The Company has established a systematic approach to resolution of consumer complaints. When it comes to product-related issues, our dedicated quality team takes charge. They diligently engage with customers, ensuring thorough follow-up and prompt resolution, which may include providing replacement for any defective products. On the other hand, complaints related to personnel, supply or service matters are directly forwarded to the respective special teams. These teams handle complaints promptly, leveraging their expertise to provide effective solutions tailored to the specific nature of each concern. This structured process allows us to maintain our commitment to customer satisfaction and maintain the highest standards in all aspects of our operations.

2. Turnover of products / 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:

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

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 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- web-link <https://www.punjabchemicals.com/wp-content/uploads/2023/06/Security-Policy.pdf>

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

Not Applicable as no such instances were recorded during the reporting period.

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 the data breaches: Not Applicable

Leadership Indicators

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

Information related to our products and services can found on our website: www.punjabchemicals.com

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

Each product is accompanied by packaging or information labels that clearly communicate essential details to our consumers. These labels include instructions for safe use, composition, effects, and guidance on appropriate storage conditions, among other pertinent information. Additionally, we increase consumer access to certain product information by including QR codes, which open links containing comprehensive details related to product safety and proper use. This commitment reflects our dedication to transparency and ensuring the well-informed use of our products. Consumers are effectively communicated on the critical significance of procuring genuine products exclusively from authorized distributors rather than opting for unverified online platforms. This concerted effort underscores our commitment to ensuring consumer trust and upholding the integrity of our brand.

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

The Company informs through emails and phone calls.

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

Yes, our product labels are very detailed and carry information about Hazards and safe handling. Address and contact numbers of Manufacturing sites and registered office is provided on product labels.