

4th July 2024

To, Manager - Department of Corporate Services BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001 Scrip Code: 523694	To, The Manager - Listing Department, The National Stock Exchange of India Limited Exchange Plaza, Plot No. C/1, Block G, Bandra - Kurla Complex, Bandra (East), Mumbai - 400 051 Symbol: APCOTEXIND
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Sub: Business Responsibility and Sustainability Report

Dear Sir/ Madam,

In compliance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2023-24.

The said report is also available on the website of the Company i.e. www.apcotex.com

This is for your information and records.

Thanking you,
For Apcotex Industries Limited

Jeevan Mondkar
Company Secretary & Head - Legal

REGISTERED OFFICE

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Maharashtra, India
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CORPORATE OFFICE

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Apcotex Limited

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1986PLC039199
2	Name of the Listed Entity	Apcotex Industries Limited
3	Year of incorporation	1986
4	Registered office address	49-53, Mahavir Centre, Plot no. 77, Sector 17, Vashi, Navi Mumbai – 400703
5	Corporate address	NKM International House, 178, Backbay Reclamation, Babubhai M. Chinai Marg, Mumbai - 400020, India
6	E-mail	redressal@apcotex.com
7	Telephone	022-27770800
8	Website	www.apcotex.com
9	Financial year for which reporting is being done	FY 2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange India Limited
11	Paid-up Capital	Rs.1,036.90 lacs
12	Contact Person	
	Name of the Person	Ravishankar Sharma Sachin J Karwa
	Telephone	+91-22 27770800
	Email address	redressal@apcotex.com
13	Reporting Boundary	
	Type of Reporting	Standalone
14	Whether the company has undertaken reasonable assurance of the BRSR Core?	NA
15	Name of assurance provider	NA
16	Type of assurance obtained	NA

II. Product/Services

17	Details of business activities	S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Manufacturing	Manufacturing of synthetic rubber and lattices	100%

18	Products/Services sold by the entity	S. No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Manufacture of Synthetic Rubber	20132	34%
		2	Manufacture of other products or preparations of kind used in the textile, paper, leather and the like industries	20297	66%

III. Operations

19	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	Number of offices	Total
		National	2	2	4
		International	-	-	-
20	Market served by the entity	Locations	Numbers		
	No. of Locations	National (No. of States)	28		
		International (No. of Countries)	47		
	What is the contribution of exports as a percentage of the total turnover of the entity?	30%			
A brief on types of customers	<p>Our customers are manufacturers of downstream products derived from synthetic latex and synthetic rubber.</p> <ul style="list-style-type: none"> Synthetic latex products are used by manufacturers engaged in activities of tyre cord dipping, paper and paperboard coating, carpet backing, concrete modification/water proofing, non-woven, textile finishing, paints, gloves, etc. Synthetic rubber is used by manufacturers of footwear, automotive components, rice rolls, moulded items, v-belts, conveyor belts, hoses, etc. 				

IV. Employees

21. Details as of the end of Financial Year:						
Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
A. Employees and workers (including differently abled)						
Employees						
1	Permanent (D)	346	328	94.80%	18	5.20%
2	Other than Permanent (E)	39	32	82.05%	7	17.95%
3	Total Employees (D+E)	385	360	93.50%	25	6.50%
Workers						
4	Permanent (F)	219	219	100%	-	NA
5	Other than Permanent (G)	634	634	100%	-	NA
6	Total Workers (F+G)	853	853	100%	-	NA
B. Differently abled employees and workers						
Employees						
1	Permanent (D)	-	-	NA	-	NA
2	Other than Permanent (E)	-	-	NA	-	NA
3	Total Employees (D+E)	-	-	NA	-	NA
Workers						
4	Permanent (F)	1	1	100%	-	NA
5	Other than Permanent (G)	-	-	NA	-	NA
6	Total Workers (F+G)	1	1	100%	-	NA

22. Participation/Inclusion/Representation of women				
Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	11	3	27%
2	Key Management Personnel [Excluding EDs]	2	-	-

23. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
Category	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	0.17%	13%	7.2%	0.07%	7%	7%	-	7%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. Holding, Subsidiary and Associate Companies (including joint ventures)

24	Names of holding / subsidiary / associate companies / joint ventures	Not Applicable
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VI. CSR Details

25	a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	Turnover (in Rs.)	INR 112,455 lacs
	Net worth (in Rs.)	INR 52,174 lacs

VII. Transparency and Disclosures Compliances

	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
26		Communities	Yes	Currently, we are in the process of updating our grievance redressal policy and mechanism	-	-	NA	-	-	NA
		Investors (other than shareholders)	Yes		-	-	NA	-	-	NA
		Shareholders	Yes		20	-	NA	15	-	NA
		Employees and workers	Yes		-	-	NA	-	-	NA
		Customers	Yes		-	-	NA	-	-	NA
		Value Chain Partners	Yes		-	-	NA	-	-	NA

27	Overview of the entity's material responsible business conduct issues	Material Issue Identified	Indicate whether risk or opportunity	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)
		Water Stewardship	Risk	Our operations are in Maharashtra and Gujarat which fall under water stressed regions as per WRI Water Risk Assessment. Water is an integral part of our products and is needed as a utility in our operations. Therefore, water scarcity is a risk for our business	We have worked towards achieving water efficiency in our operations. We have established zero-liquid discharge system at Valia to maximize recycling and reuse of water.	Negative impact due to expenditure on building zero-liquid discharge system at Valia plant
		Occupational Health and Safety	Risk	Our operations include working with heavy machinery and hazardous chemicals. These conditions predispose employees towards safety hazards.	<p>We have adopted a structured program to achieve goal of no-harm workplace. The focus of this program is on behavior-based safety, asset integrity, and automation.</p> <p>All employees and contractors are trained in safety. They are provided with adequate protective gears.</p> <p>We conduct annual health examinations of all employees to identify occupational illnesses and treat them adequately.</p>	Negative impact due to training cost and capex on automation and asset management.
		Ethical Business Conduct	Risk	Due to multi-stakeholder and multi-geography operations, the company is exposed to risks of corruption, conflict of interest, and other unethical practices. Any such event can substantially harm company's reputation.	<p>All our directors, KMPs, and employees are trained on ethical business practices. The company has instituted robust systems and processes to conduct its business in an ethical and fair manner.</p> <p>We take annual independence declaration from directors and KMPs to ensure non-conflict of interest.</p>	Positive impact due to good reputation with customers.
		Regulatory Compliance	Risk	External regulatory environment is dynamic. Due to multi-geography operations, a variety of regulations are applicable on our operations. Any violations can result in a substantial impact on the business.	We have adopted a compliance tool which tracks all applicable compliances and helps in ensuring adherence with the same.	Negative impact due to cost incurred on tracking and managing compliances through the software tool.

		Climate Change and Energy Management	Risk	Climate change poses physical and transitional risk on business. Furthermore, due to resource scarcity the cost of fossil fuel is expected to increase.	The company has adopted several process improvement and energy efficiency initiatives. Furthermore, we are focusing on increasing share of renewables into total energy mix.	Negative impact in short run due to capex involved, positive impact in long-run due to energy security and lower opex.
		Local Community Engagement	Opportunity	The nature of the Company creates a major impact on the surrounding environment and the local communities making it one of the crucial topics for the company. Local community engagement helps the company to build trust in the community and avoid conflicts.	We engage with local communities near our areas of operation in Gujarat and Maharashtra on a regular basis to understand their expectations and concerns. We also contribute through CSR in our local communities	Positive impact due to goodwill and reputation.
		Materials	Risk	The Company's major raw materials are sourced from the crude oil value chain. Risk to oil & gas sector due to climate change can affect our supply chain and business.	We have focused on increasing yield and achieving material efficiency. The company is also partnering with other organizations conduct research on bio-materials to create long terms options away from fossil fuels	Positive impact due to higher yield in the short run and positive in the long-run if we are successful in derisking from crude oil.
		Product Stewardship	Opportunity	With technological advances product quality and safety can be enhanced. It helps in minimizing lifecycle impact of products.	We have implemented TPM at our operating sites. We have adhered with the standards prescribed by Responsible Care.	Positive impact due to better plant management, excellent customer service and enhancing strategic relationships.
		Human Capital Management	Opportunity	Due to the demographic dividend, India has a large pool of talented workforce. It provides an opportunity for business to scale-up and expand.	We engage with employees through several initiatives to keep them motivated. We focus on building a great place to work with an inclusive culture. We have planned to conduct employee engagement surveys on periodic basis.	Positive impact due to higher productivity.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The Company is committed to operate in responsible manner as prescribed by the National Guidelines on Responsible Business Conduct (NGRBC). The nine principles are listed below:

- Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.
- Principle 2: Businesses should provide goods and service in a manner that is sustainable and safe.
- Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.
- Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

- Principle 5: Businesses should respect and promote human rights.
- Principle 6: Businesses should respect and make efforts to protect and restore the environment.
- Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- Principle 8: Businesses should promote inclusive growth and equitable development.
- Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web Link of the Policies, if available	https://apcotex.com/uploads/documents//NDMxNzcw-23-12-22.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4	Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • P2: Responsible Care • P-3: ISO 45001:2018 • P-6: ISO 14001:2015 								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	During FY 2021-22, we formulated an enterprise-level sustainability strategy and have adopted various qualitative and quantitative targets. The Company will be reporting progress on those targets in upcoming years. Details of our targets are described below: <ul style="list-style-type: none"> • 100% coverage of directors, KMPs, and employees under training on ESG • 3% year-on-year reduction in energy efficiency till the year 2030 • Reduction on GHG (scope 1 and 2) emission by 25% by the FY 2032 from baseline of the FY 2022 • Screening of all suppliers on ESG criteria • 100% diversion of incinerable hazardous waste from landfill 								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.									
Governance, leadership, and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements: Apcotex believes that moving towards environmentally friendly processes and products is imperative. We have recently embarked on our ESG journey and over the next 10 years set short, medium, and long-term targets on several KPIs such as increasing green energy consumption at our plants, reducing hazardous waste, reducing energy consumption/MT, reducing water consumption/MT, planting trees at our plant sites, Miyawaki garden at Taloja Plant etc. We will also work with our vendors and customers to reduce GHG emissions across the supply chain. We have always believed in giving back to society even before CSR became the norm. Over the last 3 years, the company has undertaken several strategic projects in healthcare and education. These projects are in the areas surrounding our factories and offices. For example, the Company is working with Edelgive Foundation, Mumbai and NGO Utthan to conduct strategic, long-term CSR activities in water and sanitation around its Valia plant in Gujarat.									

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/ies.	The Managing Director, Executive Director, Chief Financial Officer, and Company Secretary are jointly and severally responsible for implementing the Business Responsibility Policy. The Executive Director and Chief Financial Officer are the Heads of Business Responsibility Committee and will oversee the implementation of the Policy
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 established ESG steering committee for decision making on sustainability related issues. This committee is led by ED and CFO. Other SMPs participate on the management of ESG aspects on need-basis.

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)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action	Yes									Annually									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes									Annually									
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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	No	No	No	No	No	No	No	No	No	
	The Company has not carried out independent assessment/evaluation of the working of its policies by an external agency. We have developed plans to get third-party evaluation of our BRR Policy with effect from FY 2024.																		

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	3	Code of Conduct, Corporate Governance, Information, Independent Directors of the Company are familiarized on the Company's Core Values, SEBI LODR amendments, Digital Personal Data Protection Act and others including the purpose and the business it operates in at regular intervals	100%
Key Management Personnel	3	Ethical business conduct, Fire & Safety Awareness, Medical Counselling, Information and Cyber Security, POSH,,Digital Personal Data Protection Act, SEBI LODR amendments,	100%
Employees other than BODs and KMPs	2	Fire & Safety Awareness, First Aid, Medical Counselling, Information and Cyber Security, Ethical business conduct. POSH, Prevention of Insider Trading	100%
Workers	15	Fire & Safety Awareness, First Aid, Medical Counselling, POSH, Core Value Trainings	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.

a. Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement					
Compounding fee					
NIL					

b. Non-Monetary				
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment				
NIL				

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

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

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 has Business Responsibility Policy / HR Policy through which it endeavors to protect / prevent practices that are abusive, corrupt, or anti-competition.

Web-link: <https://apcotex.com/uploads/documents//NDMxNzcx-23-12-22.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:

Category	FY 24 Current Financial Year	FY 23 Previous Financial Year
Directors	NIL	
KMPs		
Employees		
Workers		

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

Topic	FY 24 (Current Financial Year)		FY 23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Not Applicable			
Number of complaints received in relation to issues of Conflict of Interest of KMPs				

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

Topic	FY 2023-24	FY 2022-23
No of days of account payable	51	42

9. Open-ness of business

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

Parameter	Metrics	FY (2023-24)	PY (2022-23)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	37%	41.6%
	b. Number of trading houses where purchases are made	28	40
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	35%	37%
Parameter	Metrics	FY (2023-24)	PY (2022-23)
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	-	-
Parameter	Metrics	FY (2023-24)	PY (2022-23)
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	-	-
	b. Sales (Sales to related parties as % of Total Sales)	0.08%	0.09%
	c. Loans & advances given to related parties as % of Total loans & advances	-	-
	d. Investments in related parties as % of Total Investments made	-	-

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in value chain covered by the awareness programmes
2	Product quality and safety	100%

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, the Company has processes in place to avoid/manage conflict of interest involving members of the Board. The Code of Conduct for Board Members and Senior Management Person clearly elucidates the clauses on conflict of interest and highlights the disclosure mechanism of the same to the Board/Chairman/Managing Director /Whole-Time Director. The Company takes independence declaration from the Independent Directors on annual basis.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

ESSENTIAL INDICATORS

- 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.

Type	Current Financial Year	Previous Financial Year	Details of improvement in social and environmental aspects
R&D	100%	100%	<ul style="list-style-type: none"> Yield improvement Waste reduction Energy conservation Product quality and safety
CAPEX	100%	100%	<ul style="list-style-type: none"> Energy conservation Air emission reduction Zero liquid discharge

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

The Company has adopted sustainable procurement practices which includes suppliers code of conduct and screening and assessment of new and existing suppliers on ESG criteria.

- If yes, what percentage of inputs were sourced sustainably?**

3% Approx. of raw material purchases.

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

The Company does not reclaim any products for reusing, recycling, and disposing at the end of life. Considering our nature of business, reclamation of products from customers and consumers after useful life is not material and feasible. Furthermore, reclaiming packaging materials from customers has operational challenges due to diverse industries. We encourage our customers to recycle packaging materials. The Company does dispose e-waste to authorized vendors and continues to work to find useful applications for the hazardous waste and other waste products that are either co-processed or incinerated or used in landfills.

- 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.**

We are compliant with EPR Regulation and registered with CPCB. Details of EPR registration are provided below:

- Taloja: 2023042508544822699
- Valia: 2023042708544823314

LEADERSHIP INDICATORS

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

The Company has identified major products for life cycle assessment study, the results of exercise will be available in the FY2024-25.

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

Not Applicable

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

Not Applicable

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

	FY (2023-24)			PY (2022-23)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-					

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

Not Applicable

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

ESSENTIAL INDICATORS

- 1A. 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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	328	328	100%	328	100%	NA	NA	328	100%	-	-
Female	18	18	100%	18	100%	18	100%	NA	NA	18	100%
Total	346	346	100%	346	100%	18	5%	328	94.80%	18	5%
Other than Permanent Employees											
Male	32	-	100%	32	100%	NA	NA	-	-	-	-
Female	7	7	100%	7	100%	7	100%	NA	NA	7	100%
Total	39	39	100%	39	100%	7	18%	-	-	7	18%

- 1B. 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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	219	219	100%	219	100%	-	-	219	100%	-	-
Female	-	-	-	-	-	-	-	NA	-	-	-
Total	219	219	100%	219	100%	-	-	219	100%	-	-
Other than Permanent Workers											
Male	634	634	100%	634	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	NA	NA
Total	634	634	100%	634	100%	-	-	-	-	-	-

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

	FY (2023-24)	PY (2022-23)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.22	0.25

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

Sr. No.	Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	96%	100%	YES	96%	100%	YES
2	Gratuity	96%	25%	YES	96%	25%	YES
3	ESI	6%	78%	YES	6%	78%	YES

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 Company is committed to the well-being of people with special needs. Our sites have accessibility features such as ramps, wheelchair and toilets for people with special needs. The Company is in the process of enhancing these facilities at all locations.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company is an equal opportunity employer and does not discriminate on grounds of gender, race, religion, caste, creed, ethnicity, disability, etc. The Company is in process of developing a policy to respect in accordance with the Rights of Persons with Disabilities Act, 2016.

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	-	-	-	-
Female	2	2	-	-
Total	2	2	-	-

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	Details of the mechanism in brief
Permanent Workers	Yes	Designated workmen committee has been established at Taloja and Valia Plants to address the grievances of the workers.
Other than Permanent Workers	Yes	The grievances are raised with respective contractors which is escalated to HR department, which is further thoroughly investigated by the department and resolved.
Permanent Employees	Yes	The grievances are raised to respective managers and HR department, which is further thoroughly investigated by the department and resolved.
Other than Permanent Employees	Yes	The grievances are raised to respective managers and HR department, which is further thoroughly investigated by the department and resolved.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Permanent Employees						
Male	328	-	-	345	-	-
Female	18	-	-	14	-	NA
Others	-	-	NA	-	-	NA
Total	346	-	-	359	-	-
Permanent Workers						
Male	219	219	100%	194	194	100%
Female	-	-	-	-	-	NA
Others	-	-	-	-	-	NA
Total	219	219	100%	194	194	100%

*The Company respects the rights of employees and workers to form unions and associations and prescribe to membership of any trade union or equivalent body.

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	%(F/D)
Permanent Employees										
Male	328	328	100%	328	100%	345	345	100%	345	100%
Female	18	18	100%	18	100%	14	14	100%	14	100%
Total	346	346	100%	346	100%	359	359	100%	359	100%
Permanent Workers										
Male	219	219	100%	219	100%	194	194	100%	194	100%
Female	-	-	NA	-	NA	-	-	NA	-	NA
Total	219	219	100%	219	100%	194	194	100%	194	100%

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	328	328	100%	345	345	100%
Female	18	18	100%	14	14	100%
Total	346	346	100%	359	359	100%
Permanent Workers						
Male	219	219	100%	194	194	100%
Female	-	-	-	-	-	-
Total	219	219	100%	194	194	100%

10. Health and safety management system:

The Company has established a Health and Safety management system at both the plants and is conducting regular audits for ensuring the effectiveness of the systems. The Company encourages active participation of all employees in HSE related activities e.g., Safety committee meetings, Hazard's identification, incident Investigations etc. The Company is providing the regular awareness for handling of chemicals and providing the appropriate PPEs to all the employees. The Company has conducted root caused analysis for all the incidents at the sites and corrective actions are implemented for elimination of the root causes. Occupational Health centre is available with visiting factory medical officer and 24x7 availability of paramedical staff. A fully equipped ambulance is available 24x7 with driver for emergency. The pre-employment and periodic health check-up is conducted for all the employees including contract employees. The outputs of the medical check-ups are being analysed for identification of abnormalities in the health of the employees. The Company maintains the data related to sickness and occupational diseases, analysed by the HSE department.

Bonds Beyond Chemistry

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) What is the coverage of such system?	Yes, the Company has implemented an occupational health and safety management system (OHSMS) across its plants. The OHSMS of the Company covers the physical boundaries of both its plants and all employees, contractors, and visitors. The Company has implemented ISO 45001:2018 across its operations.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Valia: Qualitative Risk Assessment has been carried out by the third-party agency. It includes HAZOP and HIRA for existing products to check robustness of the process. Taloja: The Company has carried out HAZOP studies, job safety analysis for identification of the work-related hazards, monitoring of the air quality monitoring and other parameters monitoring, review of Material Safety Data Sheet (MSDS) and Safety Data Sheet, technical information, process review, medical surveillance, review of the daily OPD records, and incident records.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the Company provides access to non-occupational medical and healthcare services for all its employees/workers.

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

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

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

Valia:

1. Engineering control provided in process areas like interlocks, safety relief valve, rupture disc provided on critical operation, assessment carried out of above ground and underground solvent tank farm.
2. Scrubber provided to CPP plant to control the gas emission.
3. Fire extinguishers, fire hydrant system, smoke detector and fire alarm provided in critical areas.
4. EHS induction Training is mandatory for all the company and contractor employees.
5. Training provided to all contractor workers & company employees on different topics like emergency preparedness, basic fire and safety, safe operation etc.
6. Hazop study carried out by third-party to assess the hazards for new process and product, also HAZOP study carried out by third party for various products and their stages.
7. Safety signage provided in vernacular language.
8. EHS policy displayed in vernacular language at main gate, which is signed by CMD.
9. PPEs provided to all company and contractor workers like helmet, safety shoes, safety goggles, and other PPEs as per operation requirement.

Taloja:

The EHS department regularly conducts safety audits, safety rounds and safety surveys for identification of the workplace hazards and risk. Each department has established system for identification of hazards and associated risks for each activity and implemented controls for eliminating or reducing the hazards. The Company has adopted the hierarchy of elimination, substitution, engineering, administration and providing PPE while implementing the Operational controls' department conducts regular monitoring of the air quality, illumination and implementing corrective actions for abnormal results. The Company has established system for reporting of the incidents (Including first aid cases, near miss incidents and Unsafe conditions) which are investigated for root cause. Regular trainings are provided for the workers/employees regarding the material handling, use of pre-scheduling of emergencies.

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

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

14. Assessments for the year:

Topic	% 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.

- Mandatory EHS induction training is conducted for all the company and contractor employees.
- Training provided to all contractor workers & company employees on different topics like emergency preparedness, basic fire and safety, safe operation and permit systems etc.
- HAZOP Study Carried out by third-party to assess the hazards.
- All the rotating equipment is guarded.
- Safety signage provided in vernacular language.
- EHS policy displayed in vernacular language at main gate, which is signed by MD.

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).

Employees (Yes/No): The Company has term insurance policy for the employees, we also have life insurance coverage provided to all employees as per Gratuity Act, 1972. In addition, the company has a benevolent fund. In event of death of an employee, family is provided with financial support through this fund.

Workers (Yes/No): Yes, for both plants. Insurance is provided as per Workmen Compensation Act, 1923.

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

Yes, internal audits are conducted to ensure that statutory liabilities are deducted and deposited by our contractors.

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

Category	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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	1

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, general counselling is provided to the employees during retirement in terms of employability after retirement.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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.

The Company has a structured supply chain sustainability program comprising elements of supplier code of conduct, supplier screening on ESG criteria, and supplier engagement on ESG. We have two quality meetings every year which is attended by select suppliers and customers. Aspects such as product safety, quality, EHS, etc., are deliberated during this meet.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

The Company defines stakeholders as an individual, group of individual, entity, authority, body, or organization, those are affected by operations of our business or/and have an impact on our business.

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
Providers of capital	No	Email, Newspaper, Website, Letters, Submission of Data to Stock Exchanges	<ul style="list-style-type: none"> Quarterly : Earnings call Annually : AGM As & when required- Analyst calls, investor presentations	<ul style="list-style-type: none"> Statutory dissemination of information Feedback on our performance and business model Understand expectation and concerns Other matters of significance
Employees	No	Email, personal meetings, Intranet, notice board	Continuous	<ul style="list-style-type: none"> Understand expectation and concerns Performance management and Career Planning Learning and Development Workplace safety Ethical business conduct Other matters of significance

Vendors/ Suppliers	No	Email, personal meetings, website	Need basis	<ul style="list-style-type: none"> Contract negotiations Evaluation at the time of on-boarding Feedback on supplies and services Other matters of significance
Customers	No	Email, website, personal meetings	Need basis	<ul style="list-style-type: none"> Contract negotiations Customer satisfaction survey Other matters of significance
Community	Yes	Through site CSR committee meetings, direct engagement	Monthly & need basis	<ul style="list-style-type: none"> Local developmental needs Understanding concerns and expectations Feedback on ongoing projects Other matters of significance

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 Board interacts with senior leadership on ESG aspects every 6 months. The senior leadership team is delegated with the responsibility to interact with internal and external stakeholders on various ESG aspects.

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, stakeholders' consultation is used to support the identification and management of environmental and social topics. Every 6 months, 2 independent directors and senior management team (Managing Director, ED & COO, CFO and other Senior Members) meet to discuss and deliberate the progress of ESG goals identified by the Company.

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

Details of our interactions with and support to the local communities are provided below:

- A. The Company has been working with an NGO called Uthaaan along with the Edelgive Foundation for more than 4 years now. They undertook a detailed survey of the villages surrounding the Valia plant and made a strategic plan to utilize the CSR funds for Water, Health, Sanitation and other activities which included building water sources, toilets and several training and health & hygiene awareness sessions. As part of this project, the Company has supported formation of new Water, Sanitation, and Hygiene (WASH) committees in the targeted areas. Throughout the year, a total of 19 WASH trainings have been conducted, focusing on promoting health and well-being. These trainings aim to empower women to advocate for their rights to good health and hygiene, as well as to develop leadership skills. Additionally, awareness-building activities were organized with a focus on various stakeholders. During this year, 141 toilets (new and repaired) and 18 new soak pits were completed. The team continues to engage in regular conversations with residents to ensure proper waste management thereby reducing pollution and preventing illnesses caused by mosquito infestation. Further, 131 "chokadis"/platforms were constructed in various villages which has yielded extremely positive results. The total contribution for the year to Uthaaan was Rs.49.00 lakhs.
- B. Your company contributed to the 'ADOPT A HOME & LIVELIHOOD & AFTERCARE SUPPORT' program through the NGO Catalysts for Social Action, to provide support to children and youths at five Child Care Institutions (CCIs) at two CCI's at Panvel, two CCIs at Jogeshwari and Vasai, Maharashtra. The Company's contribution helped support 62 children and 33 Young Adults across 5 Childcare Institutions (CCI's). During the year under review, collaboration with nutritionists was made to address each child's nutritional needs, considering their BMI and Hb assessment. To address the learning difficulty faced by various children in getting education, two tuition teachers and one computer teacher were appointed. As a part of education program CSA had organized a celebration on 11th of March on the occasion of National Math and Science day.
- C. Your company had been working with Deepak Foundation for Skill Development for women and Youths in Facility Management & Services around the Talaja Plant area. Necessary training has been imparted to 120 candidates in six batches. 86 of those candidates have secured employment or have opted for self-employment.
- D. Your company has collaborated with Seva Sadan Society, Mumbai to fund their English medium Secondary School completely (Standards 5 to 8) and Primary School partly (Stds. 1 to 4), in the Academic Year 2023-24. It has further supported the Society by contributing towards its IT infrastructure. The total funds contributed amounted to Rs. 40.50 lakhs. Seva Sadan Society's English Medium School has an enrollment of 179 students. To improve the academic progress various initiatives were taken like Teachers's training session, technology classes, Physical Education classes, etc. During the year under review, the School had also held various School Events and Competitions like Cleanliness Drive / Environment Week, Annual Sports Day, Founders' Day, School Picnic / Field Trip, competitions at Prem Puri Ashram, etc.

- E. The company has contributed to 5RCYCLE FOUNDATION which had utilized the CSR funds for Dry Waste Collection Truck.
- F. The company has contributed for providing drinking facility at Ghoda Village for public at large.
- G. The company has contributed to The Akshaya Patra Foundation for the PM POSHAN (Poshan Shakti Nirman) Scheme which will benefit countless children who will be the part of Scheme.
- H. To protect, educate and empower disadvantaged marginalized communities, the Company has contributed to Karve Institute of Social Service which will enhance Educational Excellence and accessibility for the Master of Social Work (MSW) Postgraduate Program. .

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	346	346	100%	359	359	100%
Other than permanent	39	39	100%	15	15	100%
Total Employees	385	385	100%	374	374	100%
Workers						
Permanent	219	219	100%	194	194	100%
Other than permanent	634	634	100%	665	665	100%
Total Workers	853	853	100%	859	859	100%

Bonds Beyond Chemistry

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	328	-	-	328	100%	345	-	-	345	100%
Female	18	-	-	18	100%	14	-	-	14	100%
Other than Permanent										
Male	32	-	-	32	100%	13	-	-	13	100%
Female	7	-	-	7	100%	2	-	-	2	100%

Workers										
Permanent										
Male	219	-	-	219	100%	194	-	-	194	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	634	-	-	634	100%	665	-	-	665	100%
Female	-	-	-	-	-	-	-	-	-	-

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	6*	9,50,000	3	8,60,000
Key Managerial Personnel	4	91,25,000	-	NA
Employees other than BoD and KMP	324	507,000	18	461,882
Workers	219	6,54,930	-	NA

*Total Board strength is 11, however, 2 executive directors are KMPs. Therefore, they have been included under KMPs and not Board to avoid double counting.

b. Gross wages paid to females:

	FY 2023-24	PY 2022-23
Gross wages paid to females as % of total wages	3.19%	1.31%

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

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

Chief Human Resources Officer is entrusted with the responsibility to receive and dispose of all cases related to human rights violation. All such complaints are either made directly to CHRO or forwarded through appropriate channels. The identity of the complainant is kept confidential to promote reporting of such cases.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labor	-	-	NA	-	-	NA
Forced Labor/Involuntary Labor	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2023 in the following format:

	FY (2023-24)	PY (2022-23)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
ii) Female employees / workers	-	-
iii) Complaints on POSH as a % of female employees / workers	-	-
iv) Complaints on POSH upheld	-	-

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

We have Internal Complaints Committee established in accordance with Preventions of Sexual Harassment at Workplace Act. All cases of sexual harassment are forwarded to this committee. Furthermore, whistle blower protection mechanism can also be leveraged to file any cases of discrimination and harassment.

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

Yes, the human rights requirements form part of the Company's business agreements and contracts.

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Regular factory inspections are conducted by the Company to ensure there is no child labour, involuntary labour, and discrimination.

LEADERSHIP INDICATORS

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

The Company has not received any grievances/complaints of human rights.

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

The Company has not conducted any Human Rights due diligence during the reporting period.

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, the premises of the entity are accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. The Company has provision of accessibility features such as ramps, wheelchairs, toilets, etc as required.

4. Details on assessment of value chain partners:

The company conducts supplier audits on aspects including health, safety, forced labour, child labour, product quality, etc. During the reporting period, 12 suppliers were audited on these aspects.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Others – please specify	NA

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

The Company has not identified any significant risks/concerns.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

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

Parameter	FY (2023-24)	PY (2022-23)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	5,548	5,574
Total energy consumed from renewable sources (A+B+C)	5,548	5,574
From non-renewable sources		
Total electricity consumption (D)	76,278	40,294
Total fuel consumption (E)	6,42,704	6,62,572
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	7,18,982	7,02,866
Total energy consumed (A+B+C+D+E+F)	7,24,530	7,08,440
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000644	0.0000656

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.

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards with effect from FY 2024-25.

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.

The Company has not been identified as Designated Consumer under PAT scheme.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third-party water*	657,886	7,56,188
(iv) Seawater / desalinated water	-	-
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	657,886	7,56,188
Total volume of water consumption (in kilolitres)	615,475	7,11,813
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000547	0.0000655

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.:

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards with effect from FY 2024-25.

4. Provide the following details related to water discharged:

Parameter	FY (2023-24)	PY (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	-	-
(iv) Sent to third-parties		
No treatment	-	-
With treatment – please specify level of treatment	42,410	44,375
(v) Others		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	42,410	44,375

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. Not Applicable

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

We have installed ZLD infrastructure at Valia plant. The Valia plant operates a ZLD facility during monsoon season in accordance with the regulatory requirements.

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Parameter	Please specify unit	FY 2023-24	PY (2022-23)
NOx	MT	1.00	16
SOx	MT	1.10	21
Particulate matter (PM)	MT	1.53	25

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.

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards with effect from FY 2024-25.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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)	tCO ₂ e	61,209	62,543
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)	tCO ₂ e	15,103	11,234
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/INR	0.00000678	0.00000683
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/MTons	0.98	1.18

 Bonds Beyond Chemistry

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.:

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards with effect from FY 2024-25

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

During FY 2021-22, the Company formulated an enterprise-level sustainability strategy and have adopted various qualitative and quantitative targets to reduce GHG emissions. The details of initiative undertaken are:

Sr. No.	Details	Savings (GJ of Energy)
1	Provided dedicated air compressor for nitrogen plant to reduce energy consumption	349
2	Changed logic for RPM of secondary pumps 1 and 2 to consume less energy	365
3	Replacement of Old Air conditioners with HI-efficiency inverter technology units (15 units)	814.5
4	Installed IE3 Energy efficient motor at cooling tower pump (G804B) Provided automatic Condenser tube cleaning for chiller	95.17
5	To reduce power cost by utilization of GEB power (1.25 MVA Transformer) instead of 1000 KVA DG during CPP start up or tripping. Use of more clean energy sources for boilers e.g. Briquettes	1204
6	Optimization for utilization of Boiler ID and FD	226.8

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

<i>Parameter</i>	FY 2023-24 <i>(Current Financial Year)</i>	FY 2022-23 <i>(Previous Financial Year)</i>
Total Waste generated (in metric tons)		
Plastic waste (A)	40.16	8.54
E-waste (B)	3.99	3.04
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify if any(G)		
(G) 1. ETP Sludge	711.00	519.49
(G) 2. Other Waste		
Other Non-hazardous wastegenerated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1,999	2,024
Total (A+B + C + D + E + F + G+ H)	2754.15	2,555.07
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000002449	0.0000002366
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	290	258
(ii) Re-used	-	-
(iii) Other recovery operations (Co-processing)	1,957	1,823
Total	2247	2,081
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	16	163
(ii) Landfilling	700	403
(iii) Other disposal operations (Co-processing)	193	-
Total	909	566

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.

<p>a. Plastics (including packaging)</p>	<p>Valia: The waste generated is disposed of through an authorised vendor.</p> <p>Taloja: The raw materials received in drums are converted into bulk supply in tankers, resulting into the reduction of the plastic drum generation. The chemicals having less consumption, are received in drums which are disposed to the authorised agency after decontamination. The plastic waste generated from other sources of packaging is recycled to authorised agency.</p>
<p>b. E-Waste</p>	<p>Valia: The waste generated is disposed of through an authorised vendor.</p> <p>Taloja: The E-waste generated is being disposed to the authorised recycling agency.</p>
<p>c. Hazardous Waste</p>	<p>Valia: The waste generated is disposed of through an authorised vendor.</p> <p>Taloja: The hazardous waste generated is treated at Effluent Treatment Plant (ETP). The hazardous waste generated out of Wastewater treatment is partly disposed off to Mumbai Waste Management Limited, Taloja and partly to authorised vendor for co-processing. Furthermore, the contaminated clothes, hand gloves, etc are sent to Mumbai Waste Management Ltd for disposal.</p>
<p>d. Other Waste</p>	<p>Valia: The waste generated is disposed of through an authorised vendor.</p> <p>Taloja: a) Used spent oil is recycling through authorised agency b) Paper waste (Non-hazardous waste) is disposed to paper recycler.</p>

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

Not applicable

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

Name and Brief Details of the Project	EIA Notification Number	Whether Conducted by independent Agency	Results Communicated to Public
<p>Name: Proposed expansion of Synthetic Rubber and Lattices Manufacturing Plant (Taloja, Maharashtra)</p> <p>Description: In proposed expansion, increase production capacity of to newly produce Synthetic lattices (dry basis) of capacity MT/Annum which used in various applications. especially in Construction, Paper and Paper Board, Carpets and Textiles.</p>	<p>June 06, 2023 EC23B000MH144151</p>	<p>Yes, EIA has been conducted by Manusrushiti</p>	<p>Yes</p>

Relevant Web Link:

https://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&status=EC_new&statername=Maharashtra&pno=SIA/MH/IND3/77151/2022&pid=210803

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

Yes, the Company is compliant with applicable environmental laws and regulations.

LEADERSHIP INDICATORS

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

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

Name of the area	NA	
Nature of operations	NA	
Water withdrawal, consumption and discharge in the following format:		
Parameter	FY (2023-24)	PY (2022-23)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
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	-	-
(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.

The company has not conducted any independent assessment.

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

The Company has not estimated scope-3 GHG emission in the reporting period. The Company plans to do so in the next two years.

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.

The Company has not conducted any independent assessment of non-financial data. We have planned to conduct independent assurance in accordance with ISAE 3000/AA1000AS Standards.

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

Not Applicable

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

1. Manufacturing Technology: The Company has adopted advanced manufacturing technologies and automation. As a result of such initiatives, yield has improved significantly which has resulted in reduced waste generation.
2. Co-generation Power Plant: The Company has installed a cogeneration power plant at the Valia site with a steam recovery system. Co-generation technology has helped in achieving higher efficiency. Stacks connected have ESPs to reduce air emissions.
3. Zero-liquid Discharge (ZLD): ZLD system has been installed at Valia site. The site operates as ZLD facility during monsoon period.

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

Yes. The company has identified potential disasters and has developed an appropriate disaster mitigation plan. Furthermore, it has formulated and adopted appropriate Business Continuity and Disaster Resilience Plan (BCP/DR). BCP/DR focuses on the following aspects:

- Major risks considered: Natural disasters, industrial accidents, infectious diseases, social unrest, cyber attacks, and other unforeseen events.
- Plans for effective rescue to minimize damage.
- Data Continuity: Establishing back-up servers at far location to ensure data continuity and integrity.
- Handling of hazardous materials: Safety measures to prevent leakage/spillage of hazardous materials.
- Supply Chain: Identification of alternative vendors and logistic routes in case of disruption of supply chain
- Operations: Measures to resume operations at the earliest including provisions for inventory management, resumption of human resources, staggered shifts, work-from-home if needed subject to feasibility, etc.

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

The Company's operations are energy and water intensive and are dependent on crude oil derivatives. Furthermore, raw materials are hazardous in nature. These have potential to cause adverse impacts on the environment. As mitigation strategy, the Company has developed plans to increase share of renewable energy in its energy mix and reuse and recycle waste water wherever possible. The Company have also developed plans to store rainwater for use. We have developed a 70 acre green belt in our Valia plant.

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

The Company has recently developed a structured supply chain sustainability program comprising elements of supplier code of conduct, supplier screening on ESG criteria, and supplier engagement on ESG. We have assessed vendors by value comprising 81.67% of raw material purchases.

PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATORS

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

S. no	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce and Industry	National
2	Confederation of Industry association	National
3	Indian Chemical Council, etc	National
4	Member of Chemicals and Petrochemicals Manufacturers Association	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

LEADERSHIP INDICATORS

3. Details of public policy positions advocated by the entity

S.no	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
1	EXIM Policy of Latex and Synthetic Rubber	Through participation in policy advocacy of CPMA	No	Quarterly	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.

Not applicable.

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

Not applicable

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

The Company maintains a register at the entrance of its manufacturing site for recording grievances or communications from the community. The visits of the elected representatives from nearby villages, teachers, opinion makers are arranged for understanding the expectations and concerns of the respective stakeholders.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ Small producers	10.9%	7.3%
Sourced directly from within the district and neighboring districts	49.2%	43.4%

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:

	FY 2023-24	FY 2022-23
1. Rural	72.9%	74.5%
2. Semi-urban	2.1%	2.9%
3. Urban	21.3%	19.4%
4. Metropolitan	3.7%	3.2%

LEADERSHIP INDICATORS

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):
Not applicable
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:
Not applicable
- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - The company is in process of revising its procurement policy to include principles of inclusivity and sustainability.
 - From which marginalized /vulnerable groups do you procure?
The company follows a transparent and fair process of procurement. MSMEs are preferred on a case-to-case basis.
 - What percentage of total procurement (by value) does it constitute? - Not applicable
- 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
Not applicable
- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.
Not applicable
- Details of beneficiaries of CSR Projects.

S.no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	EdelGive Foundation	2000	100%
2	Catalysts for Social Action	a) Adopt a Home Project - 62 Children b) Livelihood & Aftercare Support Project - 33 Young Adults	100 %
3	Seva Sadan Society	Funded Operating expenses for Primary English Medium School (Standard. 1 to 4) and Secondary English Medium School (Standard. 5 to 8) in the academic year 2023-24 at Seva Sadan Society's English School -Secondary & Primary Sections for 179 students, alongwith IT upgrade.	100 %
4	Deepak Foundation	Training was imparted to 120 students (101 Females and 19 Males)	100 %

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner.

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 1. All consumer complaints are received through e-mails which are communicated to QC/ QA dept through mail.
 2. QC/ QA registers the complaint and does the investigation. After thorough investigation they send the CAPA (Corrective action preventive action) to Sales & marketing department.
 3. S& M dept communicates the CAPA to the customers & checks the effectiveness of CAPA after 3 continuous supplies. After 3 continuous supplies, if there is no issue, the complaint is closed.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information.

Business:	As a percentage to total turnover
Environment and Social parameters relevant to product	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints

	FY 2023-24 Current Financial Year		Remarks	FY 2022-23 Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-	NA	-	-	NA
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	-	-	NA	-	-	NA
Restrictive Trade Practices	-	-	NA	-	-	NA
Unfair Trade Practices	-	-	NA	-	-	NA
Others	69	-	NA	60	-	NA

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

	Number	Reason 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.

The company has a robust information security framework. It covers aspects of data protection and prevention from cyber-attacks. Salient features of the policy are as follows:

- Adoption of end-to-end encryption technology
- Periodic Vulnerability Assessment and Penetration Testing and availing SEIM services
- Training and capacity building of all directors, KMPs, SMPs, and employees
- Adherence with the norms prescribed by ISO 27001 standards and certification for ISO 27001
- Access control mechanisms

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

Not applicable

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact - Nil
- b. Percentage of data breaches involving personally identifiable information of customers - Nil
- c. Impact, if any, of the data breaches - Nil

LEADERSHIP INDICATORS

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

Details of product offerings are provided on our website: www.apcotex.com

We also provide product information in brochures and product catalogues which are provided upon specific requests.

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

A majority of our products are not used by end consumers. We provide relevant product information to our customers through Material Safety Data Sheet (MSDS) and product labels developed in accordance with Globally Harmonized System (GHS).

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

We inform the customers through circulars about force majeure, delays in supplies, etc.

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)

We follow the Globally Harmonized System of product labelling which comprehensively covers all aspects of relevant product information. We regularly engage with customers to understand their expectations and take feedback on our product quality and service delivery. During this financial year, we have conducted a Customer Survey through an independent agency to better understand our strengths and areas of weaknesses.