

ORIENTAL CARBON & CHEMICALS LIMITED

14th Floor, Tower-B, World Trade Tower, Plot No. C-1, Sector-16, Noida - 201301, UP
Phone : 91-120-2446850 Email : occlnoida@occlindia.com
Website : www.occlindia.com

July 15, 2024

The Manager

BSE Limited
Department of Corporate Services
Floor 25, P. J. Towers, Dalal Street
Mumbai - 400 001

The Manager

National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (E)
Mumbai - 400 051

Scrip Code: 506579

Scrip Symbol: OCCL

Dear Sir,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

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

The above is for your information and record.

Thanking you,

Yours sincerely,

For Oriental Carbon & Chemicals Ltd.

GOURAB
KUMAR NAYAK

Digitally signed by
GOURAB KUMAR NAYAK
Date: 2024.07.15
14:38:36 +05'30'

Gourab Kumar Nayak
Company Secretary

Encl: As above

Registered Office :
Plot No. 30 - 33, Survey No. 77
Nishant Park, Nana Kapaya,
Mundra, Kachchh,
Gujarat -370415
CIN - L24297GJ1978PLC133845

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity:	L24297GJ1978PLC133845
2.	Name of the Listed Entity:	Oriental Carbon & Chemicals Limited
3.	Year of incorporation:	1978
4.	Registered office address:	Plot No. 30-33, Survey No. 77, Nishant Park, Nana Kapaya, Mundra, Kachchh, Gujarat-370415
5.	Corporate address:	14 th Floor, Tower-B, World Trade Tower Plot no. C-1, Sector-16, Noida- 201301, Uttar Pradesh
6.	E-mail:	investorfeedback@occlindia.com
7.	Telephone:	+91 120 2446850
8.	Website:	www.occlindia.com
9.	Financial year for which reporting is being done:	1 st April 2023 to 31 st March 2024
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited (BSE), National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital:	₹999.01 Lakh
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. Anurag Jain Designation: Chief Financial Officer Telephone number: +91-120-2446850 E-mail id: investorfeedback@occlindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Standalone

II. Products/services

14. 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-Chemicals	Manufacturing and sale of Chemicals	97.15

15. 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	Insoluble Sulphur	20119	87.26
2	Sulphuric Acid & Oleum	20119	9.89

III. Operations:

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

Locations	Number of Plants	Number of Offices	Total
National	2	3	5
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of Locations

Locations	Numbers
National (No. of States & UT)	19
International (No. of Countries)	25

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

50.64%

c. A brief on types of customers

For Insoluble Sulphur, Customers includes all major domestic & global tyre manufacturers. For Sulphuric Acid, the Customer includes manufacturers of detergents, fertilizers, battery, dyes and speciality chemicals etc.

IV. Employees

18. 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)	223	215	96%	8	4%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total employees (D + E)	223	215	96%	8	4%
WORKERS						
4.	Permanent (F)	196	196	100%	Nil	Nil
5.	Other than Permanent (G)	54	54	100%	Nil	Nil
6.	Total workers (F + G)	250	250	100%	Nil	Nil

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)	Nil	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	5	5	100%	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total workers (F + G)	5	5	100%	Nil	Nil

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29
Key Management Personnel	4	Nil	Nil

20. Turnover rate for permanent employees and workers

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	Nil	13%	19%	Nil	19%	19%	25%	19%
Permanent Workers	5%	Nil	5%	7%	Nil	7%	17%	Nil	17%

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

21. 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	Duncan Engineering Limited	Subsidiary	50.01	No
2	OCCL Limited	Subsidiary	100.00	No
3	Clean Max Infinia Private Limited	Associate	49.00	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes

(ii) Turnover (in ₹): 39,697.01 Lakh

(iii) Net worth (in ₹): 62,566.19 Lakh

VII. Transparency and Disclosures Compliances

23. 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)	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 https://s3-ap-south-1.amazonaws.com/occl-web/wp-content/uploads/2023/08/Mgil-Mechanism-Policy_Latest.pdf	Nil	NA	-	Nil	NA	-
Investors (other than shareholders)	Not applicable, as we don't have any investors other than the shareholders (e.g., preference shareholders or debenture holders)						
Shareholders	Yes https://www.occlindia.com/contact-details-email-id-of-designated-officials-for-handling-investor-grievances/	17	Nil	Nil	5	Nil	-
Employees and workers	Yes Vigil-Mechanism-Policy	Nil	Nil	Nil	Nil	Nil	-
Customers	Yes	Nil	Nil		Nil	Nil	
Value Chain Partners	Yes	Nil	Nil		Nil	Nil	
Other (please specify)	N.A.	-	-	-	-	-	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
1	Diversity and Equal opportunities	Opportunity	To tap into the full potential of human diversity, the company looks at diversity and creating an inclusive working culture underpinned by a fundamental sense of belonging, fairness, equity and enabling people to bring their 'full self' to work to achieve operational efficiency.	Diversity and Inclusion are pivotal part of the strategies of OCCL for driving growth while incorporating wider perspectives. The leadership team is vigilant in ensuring equal opportunities for everyone to maintain workforce diversity across the organization. The Equal Opportunity Policy at OCCL ensures the provision of non-discriminatory remuneration to all employees and equal opportunities to grow in the organization irrespective of gender, caste, or religion.	Positive
2	Transparency	Opportunity	Regulatory bodies and investors are increasingly focusing on transparent disclosure by organizations. Being transparent at all levels helps the organization in breeding trust with stakeholders. Additionally, OCCL welcomes feedback from its stakeholder groups which helps in making better business decisions.	Organizational integrity, transparency and accountability are the bedrock of any successful business, and OCCL acknowledges this as critical to its success. OCCL on a regular basis discloses its financial and non-financial information through an annual report, Business Responsibility Report and other mediums.	Positive
3	Human Rights	Risk	Human rights violations can impact the business across the value chain internally and externally from procurement of raw materials to distribution of product. It may also impact the reputation of the Company	The due diligence process at OCCL evaluates the adherence to the code of conduct periodically and ensures strict conformity to all statutory laws, human rights directives, and other regulations. In the current reporting period, all operations were subjected to human rights reviews. All employees have been provided specialized training on human rights policies and procedures.	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 adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
4	Talent retention	Risk	An organization's success is determined by its people. Therefore, the company has identified human capital management as a material topic and is working towards reducing the attrition rate and increasing the retention rate by providing adequate employee benefits and improving employee satisfaction	OCCL has defined a roadmap to employ and retain a talent for the long term. This roadmap is also reflected in the action of the company to mobilize and streamline employee-specific career requirements through performance review systems and engagement surveys. Through its Human Resource Management Systems, OCCL employs digital channels to log HR data. Every year, Company prepares a Long-Range Plan (LRP) by integrating the talent requirement inputs from Business Heads and Departmental Heads of each functional unit.	Negative
5	Promoting health and wellness	Opportunity	Employee health & wellbeing is critical to business operations and productivity. Moreover, it is the overall responsibility of the company to manage the well-being aspects of this critical stakeholder.	OCCL provides health insurance cover, term life & accident insurance, occupational health services functions to ensure worker well-being. Occupational health centers, ambulance services, first aid boxes, trained first aiders, and firefighters are some of the services provided. New hires are subjected to pre-employment health checkups and periodic health camps are conducted for all internal stakeholders. OCCL also encourages worker consultation and participation for maintaining safety across all manufacturing units.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
6	Promoting Innovation	Opportunity	Due to the nature of the business, OCCL's products consume fossil fuels and release emissions into the atmosphere. To reduce this impact, innovations for energy efficiency across product life cycle, emission reduction and alternate fuel product technologies is crucial and is being implemented.	OCCL believes that innovation is its hallmark and research is its foundation. The company's R&D team which aims to build technological leadership in engine research, design, and development, and help sustainably deliver customized solutions. Innovations by the R&D department is not only focused on improving product portfolio but also on improving processes to minimize fossil fuel consumptions, emissions and create solutions for long term, sustainable growth. OCCL imbibes innovation mindset in its employees by conducting skill enhancement workshops, where best-in-class training is provided. OCCL recognizes those who perform exemplarily and brings innovation into product development.	Positive
7	Environmental Education for internal and external stakeholders	Opportunity	OCCL focuses on sensitizing internal and external stakeholders on environmental aspects, related impacts and opportunities that will help the organization achieve its business objectives while reducing its negative footprint.	Training and awareness on safety, health and environmental issues are provided to various groups of stakeholders including management, employees and suppliers.	Positive
8	Ethical Behavior	Risk	Ethical behavior is acting in ways that are consistent with how the company views moral principles and values. Lack of adherence can have reputational risks arising out of lack of integrity, organizational relationship problems, conflicts of interest, and misleading advertising.	OCCL adheres to strong ethical standards of integrity. Its Board of Directors, top management, and employees follow the prescribed code of conduct and ethics based on the National Voluntary Guidelines. An effective internal control and audit mechanism and a whistle-blower policy are in place to ensure that such regulations are properly followed.	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 adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
9	Grievance Mechanism	Risk	Grievance management is important to be able to learn of existing issues and take actions to correct them. Any organization that is interested in growth needs to be willing to face and tackle grievances to improve and develop its business practices.	The Grievance Redressal Mechanism at OCCL is covered by various policies and mechanism and designed to rapidly resolved all complaints raised while ensuring the confidentiality of whistle-blowers.	Negative
10	Customer Privacy	Risk	Data privacy is of utmost priority to OCCL. A data breach may impact the business operations and stakeholder relationships.	The company has identified data security as a material topic and has deployed robust systems to avoid such breaches. There were no complaints about customer privacy being violated or data being lost.	Negative
11	Decline in Demand	Risk	The demand for insoluble sulphur may face a decline on account of competition or sustained economic slowdown.	Global demand is expected to be stable in spite of Geopolitical issues as Asia is expected to outperform the global average. The domestic demand is expected to continue to rise on back of increase in tyre demand and production of better tyre. Increasing use of sulphur in tyres due to better quality will drive growth of the market. The Company enjoys stable relationships with large tyre companies the world over, enhancing revenue stability.	Negative
12	Debt Servicing	Risk	Inability of servicing debt on schedule may have a negative impact on the credit rating of the Company.	The Company follows a policy of maintaining conservative leverage. The Company's gearing stood at 0.21 as on 31 st March, 2024, while the interest coverage ratio increased from 5.48 in FY 22-23 to 6.18 in FY 23-24.	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 adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
13	Employee Risk	Risk	Disrupted industrial harmony may affect the retention of employees. The Company may be in a risk of underperformance due to lack of training and development of employees	The Company implemented various policies covering recruitment, training, empowerment, job fulfillment and remuneration enhancing harmony in the Company. Moreover, the Company has a policy ensuring the skill sets of employees are updated regularly through training to meet the changing requirements of the Company and prepare employees for higher responsibilities. The Company's employee strength stood at 419 as on 31 st March, 2024, while the retention stood at 91%.	Negative
14	Product Acceptance	Risk	The product quality of the Company may prove to be irregular in a demanding marketplace.	The Company enjoys approvals and enduring relationships from most global tyre companies. Moreover, OCCL has a policy to continuously streamline processes ensuring consistent delivery and improvement of quality to meet the evolving needs of the customers. Over 90% of the Company's revenues in FY 23-24 were derived from customers that have been associated for five years or more.	Negative
15	Geographic Risk	Risk	An excessive dependence on a single location can have a negative effect on the Company's financials in the event of a revenue decline from that market.	OCCL is serving customers in more than 25 countries. No country (except India) accounted for more than 10% of the Company's revenues in FY 23-24.	Negative
16	Market Development	Opportunity	Tyre production is witnessing a shift to eco-friendly and lighter variants. This could increase the proportion of insoluble sulphur per tyre. Chinese manufacturers of Insoluble Sulphur are also targeting export markets.	India is rapidly becoming a hub of tyre exports, especially with global manufacturers seeking to broad base purchases away from China, and with Increased radialisation of commercial vehicle tyres, is poised for growth in insoluble sulphur demand. The Company is actively working on sustainable grades of insoluble sulphur to cater to developing demand and counter competition from other manufacturers.	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		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.occlindia.com/investor-relation/policies-procedures/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001, IATF 16949, ISO 14001, ISO 45001, ISO 20400 (Sustainable Procurement), ECOVADIS GOLD, RESPONSIBLE CARE LOGO, Certified as a great place to work by Great Place to Work Institute, India.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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): Please refer page no.12 to 15 of the Annual report.									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Managing Director is in charge of the company's strong sustainability framework, as well as the implementation of all EHS and OHS projects and the company's long-term sustainability goals.								
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.	No, The managing director and senior leadership team review the Business Responsibility performance of the company periodically as part of the overall management process. The organization's performance with respect to economic, environmental, and social objectives is also evaluated regularly by the Board of Directors.								

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	A review of the policies is done on a periodic base, as needed, either by a member of the board or a representative of the board.									As required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	<p>P1: Under the Vigil Mechanism/ Whistle Blower Policy, there were no complaints received during the FY 2023-24. During the reporting period, no legal actions were pending against the organization for anti-competitive behavior or breaches of anti-trust and monopoly laws.</p> <p>P2: There were no instances raised of non-compliance regarding product and service, health and safety impacts, as well as no instances of non-compliance regarding product and service labelling.</p> <p>P3: There were no complaints relating to child labor, forced labor, involuntary labor, or Sexual Harassment in FY 2023-24.</p> <p>P4: As per the CSR policy, 2% of net profits of the company were spent on Education, Water Rejuvenation Projects, Community Development and Health related projects in FY 2023-24.</p> <p>P5: There were no complaints relating to child labor, forced labor, involuntary labor, or Sexual Harassment in FY 2023-24.</p> <p>P6: OCCL is compliant with the applicable environmental laws, regulations and guidelines in India.</p> <p>P7: The company received no notices for anti-competitive, antitrust, conflict of interest, or monopolistic practices in FY 2023-24.</p> <p>P8: About 57% of materials by value were sourced from suppliers within a 300km radius in FY 2023-24.</p> <p>P9: There were no data breaches in the system in FY 2023-24.</p>																	
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	Yes. The name of agencies are: Ecovadis, DQS (TFS), ICC (Responsible Care), TUV (ISO 14000 & 45001) & CDP								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/ No)	Not applicable								
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 or/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

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

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

Essential Indicator

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 Key Managerial Personnel	4	During the year, the Board of Directors and KMPs have participated in various awareness programmes and matters relating to the business, regulations and governance parameters.	100%
Employees other than BoD and KMPs Workers	38	Human Rights, POSH, Behaviour based Safety, Business Ethics, EMS & OHS System, Process & Product Safety & Cyber Security.	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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Nil

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.

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 has an Anti-Bribery policy. The Company has also adopted a Vigil Mechanism Policy to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism. The policies can be accessed on the following weblinks:

<https://occl-web.s3.ap-south-1.amazonaws.com/wp-content/uploads/2020/12/Anti-Bribery-Policy.pdf>

https://s3-ap-south-1.amazonaws.com/occl-web/wp-content/uploads/2023/08/Vigil-Mechanism-Policy_Latest.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.

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

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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.:

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
4	Sustainability, Transportation of Hazardous Material and Road Safety.	Not ascertained

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 the necessary procedures to avoid any conflict of interest involving members of the Board. Company's Code of Conduct for Board Members and policy on related party transactions covers Conflict of interest for Board of Directors.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	55%	46%	Green Silica & Bio oil project in progress, New Low % oil product having superior performance.
Capex	Nil	Nil	Not Applicable

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

The procedure is under formulation.

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

2.5% of total purchases.

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

The Company provides products which are used by leading tyre companies across the world for manufacturing tyres for the end user. Since our product "Insoluble Sulphur" acts as raw material for other manufacturing companies where it forms miniscule part of the total product, it is not possible for us to reclaim the products.

However, the Company has in place requisite process for safe handling and disposal of expired/damaged stocks returned from market. The Company is recycling the Plastic (including packaging) through the EPR programme (through authorized recyclers). E-waste, hazardous and other waste are disposed/recycled through duly authorized waste processing agencies.

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, Plastic waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

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?

LCA not conducted.

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.

(i) LCA not conducted

(ii) no such significant risk has been identified

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 ascertained.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	23.09	Nil	Nil	26.85	Nil
E-waste *	Nil	2.47	Nil	Nil	Nil	0.83
Hazardous waste	Nil	Nil	228.54	12.69	Nil	372.69
Other Waste (non-hazardous)	Nil	1083.44	Nil	Nil	1300.90	Nil

*Mostly recycled.

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

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	215	215	100%	215	100%	NA	NA	215	100%	NA	NA
Female	8	8	100%	8	100%	8	100%	NA	NA	NA	NA
Total	223	223	100%	223	100%	6	3%	222	100%	NA	NA
Other than Permanent employees											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

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 workers											
Male	196	196	100%	196	100%	NA	NA	196	100%	NA	NA
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	NA	NA
Total	196	196	100%	196	100%	Nil	Nil	196	100%	Nil	Nil
Other than Permanent workers											
Male	54	54	100%	54	100%	NA	NA	NA	NA	NA	NA
Female	Nil	Nil	Nil	Nil	Nil	NA	NA	NA	NA	NA	NA
Total	54	54	100%	54	100%	NA	NA	NA	NA	NA	NA

*Includes ESI where ever applicable.

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

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 workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	1%	Y	NA	14%	Y
Others – please specify	NA	NA	NA	NA	NA	NA

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, except for heights in manufacturing area.

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.

Yes, the Company has a policy which provides equal rights to persons with disabilities without any discrimination. The policy can be accessed at the following link:

<https://s3-ap-south-1.amazonaws.com/occl-web/wp-content/uploads/2023/06/Policy-on-managing-differently-abled-persons.pdf>

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

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has in place a grievance handling mechanism which is applicable to employees, suppliers, business partners, etc. It sets out procedures for reporting a concern, escalation matrix, procedures for protection against retaliation, procedures of handling frivolous complains and disciplinary action.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
- Male	215	Nil	Nil	220	Nil	Nil
- Female	8	Nil	Nil	6	Nil	Nil
Total Permanent Workers						
- Male	196	117	60%	201	120	60%
- Female	Nil	Nil	Nil	Nil	Nil	Nil

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 / A)	No.(F)	% (F / A)
Employees										
Male	215	215	100%	163	76%	220	220	100%	122	55%
Female	8	8	100%	1	13%	6	6	100%	3	50%
Total	223			164		226			125	
Workers										
Male	196	196	100%	190	97%	201	201	100%	178	89%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	196			190		201			178	

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (D)	% (D / C)
Employees						
Male	215	215	100%	220	220	100%
Female	8	8	100%	6	6	100%
Total	223			226		
Workers						
Male	196	196	100%	201	201	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	196			201		

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 has implemented ISO 45001 occupational health and safety management system for its manufacturing facilities.

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

We have many tools to identify work related hazards and to assess/hazards at work place through – JSA/Daily Plant Round/HIRA/HAZOP/QRA/PSSR/& HIRA/RR which are in place.

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

Yes

d. Do the Employee/worker of the entity have access to non-occupational medical and healthcare service? (Y/N)

Yes

11. Details of safety related incidents:

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

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

Safety Committee Meeting, TBT, Annual Health Checkup, Six Monthly Checkups, External Audits, OHC, Identification of Unsafe Condition, Unsafe Act and Unsafe Place, Safety Celebration, Work Place monitoring process, near miss reporting, work permit system, Health surveillance, PPEs provision etc.

13. 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
Working Conditions	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

14. Assessments for the year:

Particulars	% 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.

There were no safety related incidents during the year. The Company conducts RCA (Root Cause Analysis), CAPA (Corrective & Preventive Action) in case of any such incidents or risk/concern.

Leadership Indicators

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

Yes for both

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

The Company has in place adequate measures to ensure that statutory dues have been deducted and deposited by the value chain partners through audits, maintaining of Legal registers, periodic audits through agencies. The Company has also implemented a Compliance management system through Compliance Software as an additional measure for ensuring Compliance of applicable laws on a timely basis.

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

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 , incase of termination.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	about 75 %
Working Conditions	about 75 %

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 been conducting regular audits for value chain partners and there were no significant risks /concern observed during the assessment.

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's commitment to meet the needs of its stakeholders is of utmost importance. When identifying key stakeholder groups, the Company considers various factors such as dependency, responsibility, vulnerability, and influence as part of its "Stakeholder Engagement Strategy Approach". At OCLL, customer centricity is a core component of the Company's growth philosophy, reflecting a steadfast dedication to serving customers. The Company acknowledges that its employees play a critical role in creating value for both clients and the organisation and strives to provide them with fulfilling career opportunities.

OCCL stakeholders encompass shareholders, customers, employees, government/regulatory bodies, influencers, and dealers. The company recognises the importance of engaging with these stakeholder groups and endeavours to meet their needs in a responsible and sustainable manner.

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
Customer	No	<ul style="list-style-type: none"> Emails, SMS, Pamphlets, Website, Meetings 	On going activities	Offers, Product Promotion, Customer service, Queries & feedback
Regulators	No	<ul style="list-style-type: none"> Periodic public advocacy Periodical statutory reportings Regular liasioning 	Need basis	Regulatory Compliances
Employees	No	<ul style="list-style-type: none"> Emails Annual Reviews Trainings and drills Regular interactions for celebrating days of individual, organisational, national, and international significance 	<ul style="list-style-type: none"> Weekly Annually Ongoing Need basis 	Trainings, Learning & Development, Career Development and Performance Review, Health and Safety, Employee Recognition
Suppliers	No	<ul style="list-style-type: none"> Vendors meet Regular vendor audit Periodic vendor interactions for sampling and grievance redressal 	<ul style="list-style-type: none"> Need basis 	Procurement
Investors	No	<ul style="list-style-type: none"> Annual General Meeting Annual Reports Grievances through Registrar and Share Transfer Agent Call for Quarterly results Periodic press release 	Regularly	Business and Financial Updates
Lenders	No	Periodic Meeting		

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 regularly interacts with the stakeholders i.e. investors, customers, suppliers, employees, etc. and considers their views, suggestions and concerns on a regular 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, Engagement with the stakeholders helps us in identification and management of environmental and social topics that need our immediate attention. The inputs received through stakeholders are presented to the respective Committees for implementation of strategies, policies, and goals related 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.

None of the stakeholder group has been identified as vulnerable or marginalised group.

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:**

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	223	223	100%	226	226	100%
Other than permanent	Nil	Nil	Nil	1	1	100%
Total Employees	223	223	100%	227	227	100%
Workers						
Permanent	196	196	100%	201	201	100%
Other than permanent	54	54	100%	51	51	100%
Total Workers	250	250	100%	252	252	100%

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

	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	215			215	100%	220			220	100%
Female	8			8	100%	6			6	100%
Other than Permanent										
Male	Nil			Nil	Nil	1			1	100%
Female	Nil			Nil	Nil	Nil			Nil	Nil
Workers										
Permanent										
Male	196			196	100%	201			201	100%
Female	Nil			Nil	Nil	Nil			Nil	Nil
Other than Permanent										
Male	54			54	100%	51			51	100%
Female	Nil			Nil	Nil	Nil			Nil	Nil

3. **Details of remuneration/salary/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	16.38	1	10.2
Key Managerial Personnel@	2	114	-	-
Employees (staff) other than BoD and KMP	211	9.43	8	10.44
Workers	196	6.60	-	-

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.

At OCCL we have a comprehensive and documented grievance redressal policy that outlines the step-by-step approach about how to raise, receive and act with respect to any kind of employee grievance. The scope covers diverse aspects such as dissatisfaction/issue arising out of unfair remuneration, any kind of unfair action and any kind of discrimination etc. The documented policy also covers escalation matrix to ensure prompt and timely action of grievances.

Additionally, the organization also has a whistle blower policy wherein any one can raise a complain that reaches appropriate authorities within the organization and actions are taken accordingly.

OCCL has adopted the philosophy of 'Equal Employment Opportunity' for all and has a robust system to deal with any kind of discrimination & harassment.

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	Nil	Nil		Nil	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labour	Nil	Nil		Nil	Nil	
Forced Labour/ Involuntary Labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human Rights related issues	Nil	Nil		Nil	Nil	

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

As part of Vigil Mechanism Policy, Business Responsibility Policy and Anti Sexual Harassment Policy, the Company recognizes the importance of human rights at work place and has in place requisite measure for protection of complainant from adverse consequences. The identity of the complainants are kept confidential and rights are adequately protected.

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

Yes, partially.

9. 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%

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

Documentation of the relevant policies were improved and scope of internal audit was enhanced as per suggestion of the assessor.

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 on Human Rights violations.

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

Human rights due diligence cover adverse human rights impacts that the business enterprise may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationships.

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, except for heights in manufacturing area.

4. Details on assessment of value chain partners:

	% of value chain partners that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100% in a cycle of three years excluding Oil Refineries.
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.

No significant issue was observed while addressing above points.

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

Essential Indicators

1. Details of total energy consumption (in Thousand Mega Joules) and energy intensity:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	107865	108663
Total fuel consumption (B)	303283	318647
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	411148	427310
Energy intensity in Megajoules per rupee of turnover (Total energy consumption/ turnover in rupees)	0.1	0.09
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, Eco Safetech Consultants

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.

No

3. Details of the following disclosures related to water:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	173786	216047
(iii) Third party water	74848	73645
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	248634	289692
Total volume of water consumption (in kiloliters)	248634	289692
Water intensity in liters per rupee of turnover (Water consumed / turnover)	0.06	0.06
Water intensity (optional)-relevant metric may be selected by the entity	-	-

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

No (independent assessment conducted last year by external agency)

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

Mechanism implemented of Zero Liquid Discharge, everything generated are consumed within premises, no outside discharge of water, having full utilization of ETP & STP.

5. Details of air emissions (other than GHG emissions) by the entity:

Parameter	Please Specify Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NO2	µg/m3	28.6	23.4
SO2	µg/m3	30.2	9.57
Particulate matter (PM) 10	µg/m3	74.6	66.43
Persistent organic pollutants (POP)(BaP)	µg/m3	BDL	BDL
Volatile organic compounds (VOC)	µg/m3	NA	NA
Hazardous air pollutants (HAP)(CO)	µg/m3	0.68	0.11
Others – please specify (NH3)	µg/m3	18.2	BDL

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

YES, Environment Pollution Analysis Lab

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	20561	22087
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	24282	24461
Total Scope 1 and Scope 2 emissions per rupee in Lakh of turnover		1.16	1.02
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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 yet for Current Year. Last year conducted by DQS.

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

Sr. No	Initiative undertaken	Status
1	Project to reduced propane consumption	Completed
2	Installation of VFD in air compressors & Boiler	Completed/In progress
3	Installation of Condensing turbine for power generation	Completed
4	Installation of Improved Insulation to save energy/Propane	Completed
5	Installation of high efficient pump in cooling tower to save power	Completed
6	Capacitor automatization for power factor improvement	Completed
7	Captive solar power grid project at Dharuhera	In progress
8	Compressor replacement with efficient compressor to save power	In progress
9	High capacity Boiler feed water pump replacement with low capacity pump to save power	In progress

8. Details related to waste management by the entity:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	23.09	26.85
E-waste (B)	2.47	0.83
Bio-medical waste (C)	0.001	0.005
Construction	0.00	2.00
Battery waste (E)	1.19	0.61
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	243.37	382.77
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1041.87	1300.94
Total (A+B + C + D + E + F + G + H)	1313.45	1719.44

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	1083.44	1331.23
(ii) Re-used	-	12.69
(iii) Other recovery operations	-	-
Total	1083.44	1343.92
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	42.00	143.90
(ii) Landfilling	186.55	193.43
(iii) Other disposal operations	-	-
Total	228.55	337.33

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

9. **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.**

We have Full tracking system for all RM to optimize their consumption. We have reduced consumption of various inputs through improvement projects.

10. **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:**

None of our operations are located in areas where the Company need to take environmental approval/clearance

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA		NA

12. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).**

Yes

Leadership Indicators

1. Provide break-up of the total energy consumed (in Mega Joules) from renewable and non-renewable sources:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	7108201	5770710
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	7108201	5770710
From non-renewable sources		
Total electricity consumption (D)	107865354	108662804
Total fuel consumption (E)	303282524	318646917
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	411147878	427309721

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

Yes-Eco Safetech Consultant

2. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	Nil	Nil

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. 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: Dharuhera & Mundra
- (ii) Nature of operations: Manufacturing of Sulphuric acid, Oleum & Insoluble Sulphur
- (iii) Water withdrawal, consumption and discharge:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	173786	216047
(iii) Third party water	74848	73645
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	248634	289692
Total volume of water consumption (in kilolitres)	248634	289692
Water intensity per rupee in Lakh of turnover (Water consumed / turnover)	6.45	6.34
Water intensity (optional)– the relevant metric may be selected by the entity	NA	NA
(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		
(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

4. Details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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 tones of CO ₂ equivalent	50875	51175
Total Scope 3 emissions per rupee of turnover		0.01	0.01
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Deutsch Quality Systems India Private Limited

Data relating to financial year ended March 31, 2024 are under estimation stage, verification yet to be done by the external agency.

5. With respect to the ecologically sensitive areas reported at Question 10 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.

N.A.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of UF Filter	For treatment & reuse of STP water	Water Saving
2	ZLD plant Optimization	For water treatment and reduction of water	Water Saving
3	Kaizen & other small improvement project	Reduction in water and energy conservation	Waste, water & energy saving
4	Use of 5R concept	For reduction pollution, conserving resources, saving energy etc.	Waste, water & energy saving
5	Condensate Recovery system	To save water & energy	Water & Energy
6	Efficient recovery system	To reduced fuel consumption	Energy Saving
7	Variable Frequency Drive (VFD) installation at CFB, compressor etc.	To optimize and reduce power consumption	Energy Saving
8	Compressor replacement with efficient compressor	To reduce power consumption	Energy Saving
9	High capacity Boiler feed water pump replacement with low capacity pump	To reduce power consumption	Energy Saving

Other than above the Company continuously undertake various projects to reduce energy and therefore GHG consumption and also to reduce consumption of resources.

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

We have both business continuity & Disaster mgt plan in place. In Disaster Management (part of Onsite emergency plan) We do a periodic mock drill / table top which covers natural calamities (like:- earthquake, flood etc.).

Business continuity plan cover emergencies (like:- Transportation, Strike, Fire, Explosion, Utility disruption, quality issues /rejection of product, etc.) with their containment action.

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

No significant impact.

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

We do supplier audit on periodic basis to cover EMS, OHS & legal requirement. Most of the RM & PM supplier assessed.

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: 8
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Indian Chemical Council (ICC)	National
2	Chemicals Export Promotion Council (CHEMEXCIL)	National
3	Federation of Indian Export Organisations (FIEO)	National
4	EOU and SEZ Export Promotion Council	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
6	PHD Chamber of Commerce	State
7	Science Based Target Initiatives	Global

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.**
No such order is there.

Leadership Indicators

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

Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

The Corporate Social Responsibility committee performs internal assessment of its initiatives on frequent intervals for the effectiveness of the CSR projects. As Social Impact Assessments is not applicable to Company, the Company has not conducted Social Impact Assessment in the current financial year.

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.**

Currently the company does not have a structured mechanism to receive and redress grievances of the community.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	10.35	10.32
Sourced directly from within the district and neighbouring districts	3.5	3.5

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):**

Not Applicable

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

Nil

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

No (No such significant item is procured which may be supplied by marginalised / vulnerable groups)

- (b) **From which marginalised / 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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
No such cases against the Company, hence not applicable.		

6. Details of beneficiaries of CSR Projects:

Data not available, as we are not required to do Social Impact Assessments.

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.

Summary of Customer Complaints redressal process:

- Acknowledgement of the complaint to the customer within 1 day from the receiving date.
- Submission of containment action (if any), within a week.
- Submission of Corrective Action Plan, within 3 weeks.
- Evaluation of the effectiveness of the corrective action, with 30 days data.
- Closure of Complaint after getting no adverse feedback for consecutive 3 consignments thereafter or 2 months after checking the effectiveness of the corrective action, whichever is later.

Summary of Customer Feedback handling process:

- Half-yearly on-line survey to get customer's feedback & assess the satisfaction level on 10 point scale.
- Framing of Action Plan based on the score and feedback.
- Regular monitoring of the action plan implementation.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	100*
Recycling and/or safe disposal	NA

* All of our materials are raw material for industry not for personal consumption. Material safety data sheets are shared with our customers and uploaded our web sites. Our packaging includes instructions on safe handling.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	

3. Number of consumer complaints in respect of the following: (contd.)

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

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. Weblink as follows: <https://www.occlindia.com/privacy-policy/>

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.

N.A.

Leadership Indicators

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

www.occlindia.com

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

One page document describing safe handling and storage of Insoluble Sulphur is being shared with each consignment both in English & local language. MSDS data sheet are shared with our customers.

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

NA

4. Does the entity display product information on the product over and above what is mandated as per local laws?

No

If yes, provide details in brief: NA

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, the Company conducts customer satisfaction survey on half yearly basis.

Our products are raw materials for major industries and regular interaction are done with the customers to ascertain their satisfaction relating to our products.

5. 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