



8th August 2024

Listing Department BSE Limited 25 th Floor, Phiroze Jeejeebhoy Towers, Dalal Street, Fort Mumbai- 400001	Listing Department The National Stock Exchange of India Ltd. Exchange Plaza, 5 th Floor, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra (East), Mumbai - 400051
Scrip Code: 500280	Symbol: CENTENKA

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report (BRSR) of Century Enka Limited ("the Company") for the financial year 2023-24

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, kindly find enclosed herewith, Business Responsibility and Sustainability Report for the financial year 2023-24 which forms part of the Integrated Annual Report for financial year 2023-24 which is also available on the Company's website i.e. www.centuryenka.com.

This is for your information and record.

Thanking You,

Yours faithfully

For Century Enka Limited

(Rahul Dubey)
Company Secretary
FCS 8145

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Section A	General Disclosures
Section B	Management and Process Disclosures
Section C	Principle-wise Performance Disclosures
Principle 1	Businesses should conduct and govern themselves with integrity, and in an ethical, transparent and accountable way.
Principle 2	Businesses should provide goods and services 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 influencing public and regulatory policy, should do so in a responsible and transparent way.
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.

In our 3rd (third) Business Responsibility and Sustainability Report (BRSR), we, at Century Enka Limited (CEL), emphasize our dedication to responsible business practices and sustainability. As a prominent Synthetic Yarn Manufacturing Company in India, we understand the influential role we play in the nylon textiles industry and the corresponding responsibility it entails.

Our belief is that our business practices should not simply comply with regulations but should also create a positive impact on the environment and society. We are committed to implementing sustainable practices that benefit our stakeholders, the community, and the planet. Our BRSR covers our performance on key principles relating to the Environment, Social, and Governance (ESG) dimensions, as defined by Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.

We are devoted to sharpening the positive outcomes across the broad parameters of environmental sustainability, societal impact and governance mechanisms. By reducing our carbon footprint, maximizing resource efficiency, and implementing effective waste and water management we minimize environmental impact. Furthermore, we understand the importance of our social impact and responsibility to the communities. Through best practices, we aim to improve people's well-being and make a credible impact on society. Our commitment to sustainability also extends to governance practices, where we prioritize transparency, responsibility, and ethical conduct at all levels within the Company.

Embracing sustainability is our way to create long-term value for our shareholders, contributing to the well-being of society, and helping us build a future for our stakeholders, which is valuable.

Section A -General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of Company	L24304PN1965PLC139075
2.	Name of the Company	Century Enka Limited (CEL)
3.	Year of incorporation	1965
4.	Registered office address	Plot No. 72 & 72-A MIDC, Bhosari, Pimpri Chinchwad, Pune-411026, Maharashtra
5.	Corporate Address	Plot No. 72 & 72-A, MIDC, Bhosari, Pimpri Chinchwad, Pune-411026, Maharashtra
6.	E-mail	cel.investor@adityabirla.com
7.	Telephone	020-66127304
8.	Website	www.centuryenka.com
9.	Financial year for which reporting is being done	1 st April 2023 - 31 st March 2024
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

11.	Paid-up capital	₹2,185 lacs
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Rahul Dubey Company Secretary & Compliance Officer Tel. No.: 020-66127304 E-mail Id: cel.investor@adityabirla.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).	Disclosures in this report are made on a standalone basis for CEL.
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/services

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

S. No.	Description of the Main Activity	Description of the Business Activity	% of turnover the entity
1	Manufacturing	Manufacturing of nylon and other man-made fibres and fabrics	96%

Note: Industry as per NIC code: Textile, leather and other apparel products

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

S. No.	Product/Service	NIC Code	% of total turnover contributed.
1	Nylon Tyre Cord Fabric	13999	47%
2	Nylon Filament Yarn	20203	45%
3	Nylon Chips	20297	1%

III. Operations

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

Location	Number of Plants	Number of offices	Total
National	3	4	7
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	18
International (No. of countries)	9

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

2.83%

c. A brief on types of customers

At CEL, we primarily have Business-to-Business (B2B), selling our products to other companies. They are categorized into four types: Original Equipment Manufacturer (OEM), traders, distributors, and export customers. We supply our products to automotive OEM, trade with textile sector traders and distributors, and export to Europe, the Middle East, South-East Asia, and the United States (US).

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)
IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	484	465	96%	19	4%
2.	Other than permanent (E)	6	5	83%	1	17%
3.	Total employees (D + E)	490	470	96%	20	4%
Workers						
4.	Permanent (F)	1079	1079	100%	0	0
5.	Other than permanent (G)	1488	1470	99%	18	1%
6.	Total workers (F + G)	2567	2549	99%	18	1%

b. Differently abled employees and workers

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled employees						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	0	0	0%	0	0%
Differently abled Workers						
4.	Permanent (F)	3	3	100%	0	0%
5.	Other than permanent (G)	2	2	100%	0	0%
6.	Total employees (F + G)	5	5	100%	0	0%

21. Participation/inclusion/representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B / A)
Board of Directors	7	2	29%
Key Management Personnel	3*	0	0%

* It also includes Managing Director.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	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	13.26%	29.41%	13.84%	12.20%	21.43%	12.49%	11.65%	24%	12.02%
Permanent Workers	6.99%	0%	6.99%	7.52%	0%	7.52%	6.70%	0%	6.70%

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V. Holding, subsidiary and associate companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S.No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holdings/ 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	ABREL Century Energy Limited	Associate	26	No

VI. CSR details

- 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013)- Yes
- (ii) Turnover (in ₹) – 1,74,415 Lacs
- (iii) Net worth (in ₹) – 1,36,764 Lacs

VII. Transparency and disclosures compliances

25. Complaints/grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, we have a centralized grievance redressal mechanism covering all stakeholders like our communities, shareholders/investors, employees and workers, customers and value chain partners. We also have a designated email address along with escalation matrix for resolution of grievances. https://www.centuryenka.com/investor-relations/#parentHorizontalTab6%7CChildVerticalTab_211	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		20	0	-	6	0	-
Employees and workers		0	0	-	0	0	-
Customers		31	21	-	48	7	All the pending complaints were resolved as on the date of report.
Value chain partners		0	0	-	0	0	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	Approach to adapt or mitigate	Positive/negative implications
1	Occupational Health and Safety	Risk	<p>Risk:</p> <p>Despite having proper training and established safety protocols, human errors can still occur affecting health and safety leading to accidents or injuries, and process failures posing huge risks.</p>	<p>We have implemented robust plans and procedures to mitigate occupational health and safety risks. Our employees receive well-defined training and awareness programs to foster a culture of safety and improve mental health. We have initiated programs such as MITR (Making Individuals and Team Resilient) and tied up with MPOWER to provide mental health education to all staff members at our different locations.</p> <p>Furthermore, we have an ISO certified Occupational Health and Safety Management System (ISO 45001:2018) that takes a proactive approach to identify, evaluate, and remediate risks before they cause accidents and injuries.</p> <p>To ensure safety while working on the job floors, we have implemented Hazard Identification and Risk Assessment (HIRA).</p>	<p>Positive Implications:</p> <ul style="list-style-type: none"> Investing in occupational health and safety programs can lead to long-term cost savings, including reduced medical expenses, workers' compensation claims, and insurance premiums. Emphasizing mental health can retain employees, reduce hiring costs, and reduce property damage and production disruptions. Companies that prioritize employee health and safety have a competitive advantage, as customers and partners are more conscious of ethical practices. Demonstrating commitment to occupational health and safety can enhance reputation, attract top talent, win contracts, and foster collaboration with stakeholders. <p>Negative implications:</p> <p>However, it's important to note that any major injury can impact the total man-hours worked, thus increasing the operational cost for the Company</p>

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/negative implications
2	Waste Management	Opportunity	We have implemented various strategies to reduce waste generation in our plants. During the manufacturing process, the waste generated is repurposed within the same process, which ensures that 80% of the total hazardous waste is recycled. Only a minimal 20% is disposed of through co-processing, pre-processing, landfilling, and incineration. This efficient waste management system not only contributes positively to environmental sustainability but also enables us to explore new possibilities in business.	Since waste management is an opportunity, no mitigation measures identified.	Positive implications: <ul style="list-style-type: none"> Implementation of effective waste management practices can ensure cost savings through reduced waste generation and disposal costs. It can enhance resource efficiency and reduce the need for new raw materials, leading to potential cost savings.
3	Water Management	Opportunity	We have achieved zero wastewater discharge from our manufacturing processes. Both plant locations are not in water stress zones. We have initiated several measures to reduce water consumption at both plants. Moreover, twenty eight Rainwater Recharge wells are available at Bharuch site to improve the quality and level of water.	Since water management is an opportunity, no mitigation measures have been identified.	Positive implications: <ul style="list-style-type: none"> Cost savings through water efficiency. Adherence to all the applicable compliances to avoid fines and penalties.
4	Energy Management	Risk, opportunity	<p>Opportunity:</p> <p>As we gradually decrease our dependence on non-renewable energy sources, we have a unique opportunity to define our future goals regarding energy consumption. This shift in our energy policy can also help reduce the uncertainties that come with non-renewable sources.</p> <p>Risk:</p> <p>Inadequate management of energy usage can pose various risks, including non-compliance with regulatory standards, damage to our reputation, and financial burdens. Regulatory non-compliance can result in penalties and legal consequences. Poor energy management practices can harm our reputation, leading to a loss of public trust that can negatively impact our brand and customer relationships. Inefficient energy use can also lead to higher operational costs, fines, and the need for remedial actions.</p>	Our commitment to renewable energy has resulted in a significant reduction in our carbon footprint and an increase in energy efficiency. We have increased our usage of biomass as fuel, hybrid power and installed solar panels with a capacity of 1 MWh this year. As a result, we were able to meet 48% of our total energy requirements from renewable sources during the reporting period.	Positive implications: <ul style="list-style-type: none"> Transitioning to renewable energy sources and implementing energy efficiency measures can have positive financial implications. This includes minimizing energy costs, maximizing resource efficiency, and improving stakeholder perception.

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/negative implications
5	Employee & Labour Management	Risk, Opportunity	<p>Opportunities: As a responsible Company, it is importance to ensure labour progress and well-being. Effective management of human capital can lead to increased productivity in terms of creativity, better decision-making, and enhanced stakeholder engagement.</p> <p>Risks: Poor management of human capital can have negative consequences such as reputational risks, low employee morale, and high turnover rates. It is essential to manage human capital effectively to avoid such risks</p>	We implement various strategies to ensure compliance with all applicable labor laws and regulations. We consistently invest in employee engagement initiatives, including training and development programs, wellness initiatives, and work-life balance efforts. These initiatives help us attract and retain skilled, motivated employees, ultimately enhancing their productivity and job satisfaction.	<p>Positive Implications:</p> <ul style="list-style-type: none"> Investing in human capital can have significant positive financial implications. By focusing on employee retention and productivity, companies can increase customer satisfaction, which leads to improved revenues and reduced costs. This strategy ensures the business's long-term sustainability and helps build a strong reputation in the industry. <p>Negative Implications:</p> <ul style="list-style-type: none"> High , absenteeism of employees, and the consequent low productivity can lead to increased costs and reduced revenues. Frequent hiring and training can increase recruitment and training costs. Operational efficiency decreases, and excessive overtime can lead to burnout and reduced productivity. Non-compliance with employment laws can result in legal disputes and penalties.
6	Customer Centricity	Opportunity	Maintaining strong relationships with customers presents us with an opportunity to enhance our revenue and profitability. Our ability to produce highly customized products gives us an edge in establishing effective customer relationship management practices. Positive customer relationships can potentially result in increased customer loyalty, repeat business, and positive word-of-mouth advertising, which in turn can attract new customers	Since customer centricity is an opportunity, no mitigation measures identified	<p>Positive Implications:</p> <ul style="list-style-type: none"> Maintaining positive customer relationships and increasing customer loyalty can increase our market share and customer retention rates, which will ultimately lead to higher revenue and profitability. Additionally, satisfied customers are likely to share their positive experiences with others, which can attract new customers and further drive revenue growth. Therefore, investing in building positive customer relationships is crucial for our long-term success.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/negative implications
7	Supply Chain Management	Risk, Opportunity	<p>Opportunity:</p> <p>By embracing ethical supply chain practices, we can enhance our reputation as a socially responsible company, gain a competitive advantage, foster better supplier relationships and access new markets that prioritize sustainable practices.</p> <p>Customers now seek companies that prioritize ethical and sustainable practices. By implementing ethical supply chain management, we can differentiate ourselves from competitors and appeal to a wider audience. This approach not only improves our reputation but also builds trust and loyalty with our customers.</p> <p>Also, by working closely with our suppliers, we can improve supplier performance, promote better communication, and drive innovation throughout the supply chain. This collaboration results in synergy, benefiting both parties.</p> <p>Furthermore, as markets and industries demand ethical sourcing and responsible supply chains, we can capitalize on this trend. Expanding our customer base and revenue potential becomes a significant opportunity for our growth.</p> <p>Risk: However, inefficient supply chain management could lead to delayed deliveries, customer dissatisfaction, and potential legal liabilities. To avoid these risks, making the implementation of ethical supply chain management practices imperative.</p>	<p>We constantly work with suppliers to improve their capabilities and establish them as important partners. Moreover, we invest in upgrading supplier technology to enhance their efficiency.</p> <p>We support vendors and product development activities, creating new opportunities to advance the supply chain management system.</p> <p>In our supplier selection process, we verify suppliers who hold ISO 14001, ISO 45001, and other relevant ISO certifications. We actively encourage suppliers who comply with these standards and demonstrate best practices in ethics and sustainability, demonstrating our commitment to sourcing from responsible and environmentally conscious partners.</p> <p>Going forward, we are planning to leverage analytics and data to identify supply chain risks and opportunities and will take proactive measures to manage them.</p>	<p>Positive Implications:</p> <ul style="list-style-type: none"> Effective supply chain management has several positive implications, such as cost savings, improved supplier relationships, enhanced customer service, and increased brand value. These benefits ultimately lead to higher revenue and profitability in the long run. <p>Negative Implications:</p> <ul style="list-style-type: none"> Inefficient supply chain management can have negative consequences, such as increased costs due to higher transportation and storage expenses, and lost revenue from delayed deliveries and dissatisfied customers.
8	Community Development	Opportunity	<p>Engaging in community development offers a significant opportunity for the company to understand the people they serve. By establishing partnerships and collaborations with local organizations and businesses, the Company can leverage shared resources, knowledge, and networks, fostering mutually beneficial relationships and amplifying the positive impact in the community.</p>		<p>Positive Implications:</p> <ul style="list-style-type: none"> Commitment to community development has positive financial implications. It enhances reputation, expands the customer base, identifies new business opportunities, and fosters valuable partnerships.

SECTION B: MANAGEMENT AND PROCESS

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.									
Principle 1	Anti-Harassment and Anti-Discrimination Policy Code of Conduct for BoD and Senior Management Nomination-Remuneration and Succession Policy Policy on Board Diversity Suppliers Code of Conduct Policy on Related Party Transactions Familiarization Program for Independent Director								
Principle 2	Product Responsibility Policy								
Principle 3	Employee Wellbeing Policy Nomination-Remuneration and Succession Policy Risk Management Policy Suppliers Code of Conduct Vigil Mechanism Policy Policy on Sexual Harassment of Women at Workplace								
Principle 4	Stakeholder Relationship Policy Suppliers Code of Conduct								
Principle 5	Human Rights Policy Nomination-Remuneration and Succession Policy Policy on Board Diversity Policy on Sexual Harassment of Women at Workplace Vigil Mechanism Policy								
Principle 6	Environmental Policy Suppliers Code of Conduct Risk Management Policy								
Principle 7	Public Policy Risk Management Policy								
Principle 8	CSR Policy Environmental Policy Suppliers Code of Conduct								
Principle 9	Product Responsibility Policy								
Web-link to access all above policies: https://www.centuryenka.com/investor-relations/#parentHorizontalTab6%7CChildVerticalTab_211									
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	No	Yes	Yes	No	Yes	No	Yes	No

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Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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) mapped to each principle									
Principle 1	Provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 Quality Management System (ISO 9001:2015)								
Principle 2	NABL-ISO/IEC 17025:2017 STANDARD 100-OEKO TEX								
Principle 3	ISO 45001:2018: Occupational Health and safety Management System								
Principle 4	CSR disclosures pursuant to Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended								
Principle 5	The International Integrated Reporting Council (IIRC)- <IR> Framework United Nations Sustainable Development Goals (SDGs) Global Reporting Initiative (GRI)								
Principle 6	ISO 50001: 2018: Energy Management System ISO 9001:2015: Quality Management System ISO 14001: 2015: Environment Management System Global Recycled Standard								
Principle 7	The International Integrated Reporting Council (IIRC)- <IR> Framework United Nations Sustainable Development Goals (SDGs)								
Principle 8	CSR disclosures pursuant to Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended.								
Principle 9	Quality Management System (ISO 9001:2015)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any									
Environmental - P6									
<ul style="list-style-type: none"> • By 2025, Reduce CO2 emissions by 25% against baseline of FY 2019. • To achieve Zero waste to landfill by 2030 and implement measures to reuse waste across all business segments in due course of time. • 40% reduction in water consumption by 2025 against the baseline of FY 2019 									
Social - P1,P3									
<ul style="list-style-type: none"> • To achieve 10% year-on-year increase in women staff of the total fresh hire until 2025. • Zero harm to be achieved by 2025 • To achieve year-on-year increase in training hours per person per year by 10% until 2025. 									
Governance - P1,P5,P6									
<ul style="list-style-type: none"> • 100% code of conduct training on POSH/Ethics/Human Rights for permanent employees by 2024 and other than permanent employees by 2025. • To screen new major suppliers on ESG criteria starting FY 2024. • Conducting periodic reviews of existing policies and improvement of policies as applicable. 									
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	<p>We are cognizant of the criticality of our sustainability goals and have set out specific ESG targets in FY 2023. We have a detailed plan in place, and as the execution of these targets and initiatives have commenced last year, and we have reported performance for some targets below, and we are on track of achieving the targets:</p> <ul style="list-style-type: none"> • Energy consumption from renewable sources increased by 60% as compared to the last reporting period of FY 2023). • Reduced emissions intensity by 12.7%, as compared to the last reporting period. • Total GHG emissions reduced by 27% as compared to last reporting period. • Reduced total water consumption by 6.3% as compared to last reporting period. 								

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Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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)	Refer to Managing Director's Message in Integrated Report under Leadership Section.								
8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy/policies	The highest authority responsible for overseeing the implementation of business responsibility practices and policies is Mr. Suresh Sodani, Managing Director (DIN: 08789604).								
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, Mr. Suresh Sodani, Managing Director (DIN: 08789604) is responsible for oversight and decision making on sustainability related matters in the Company.								
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								
	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, performance against policies is periodically reviewed by the Managing Director. Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify) Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee Yes, performance against policies is periodically reviewed by the Managing Director. Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify) Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No independent assessment has been carried out by any external agency during this financial year.								

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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)									
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)		Not Applicable							
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.

At Century Enka Limited (CEL), we are committed to promoting good governance practices across our business operations. Good corporate governance is crucial for efficient business conduct. We believe in the core values of transparency, fairness to all, adequate disclosures, and independent monitoring, which play a vital role in maintaining a strong and ethical governance system.

We have adopted various measures and governance practices to maintain the highest standards of ethical business conduct. We ensure that all our employees and senior management adhere to the Code of Conduct and comply with all applicable regulations and laws.

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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	% of persons in respective category covered by the awareness programmes
Board of directors	4	<ul style="list-style-type: none"> • Updates on business model, strategic aspects • Updates on business Performance • Updates on Risk Management framework • Updates on Internal Financial Control • Impact of government policies on the business of the Company • Capital Budgeting • Statutory Auditors presentation on Change in laws relating to Company Accounts • Product offerings, quality, price trend in raw material and finished products • Discussion on Environment, Health and Safety matters • Changes in business environment and the industry • Key regulatory developments & statutory Compliances 	95.83%
Key managerial personnel	5	<ul style="list-style-type: none"> • Updates on business model, strategic aspects • Updates on business Performance • Updates on Risk Management framework • Updates on Internal Financial Control • Impact of government policies on the business of the Company • Capital Budgeting • Statutory Auditors presentation on change in laws relating to Company Accounts • Product offerings, quality, price trend in raw material and finished products • Discussion on Environment, Health and Safety matters • Changes in business environment and the industry • Key regulatory developments & statutory Compliances • BRSR (Business Responsibility & Sustainability Reporting) 	100%
Employees other than BoD and KMPs	92	<p>Principle 1: Business Ethics and Sustainability Trainings:</p> <ol style="list-style-type: none"> 1. Annual Member & Major Actions Awareness of ESG & Sustainability reporting 2. Conflict Management 3. CSR Compliance 4. ESG Awareness 5. ESG-2023 National Seminar & Summit 6. NABL Training 7. 7th ABG Sustainability Seminar <p>Principle 3: Employee wellbeing, Skill Development and Health and Safety Trainings</p> <ul style="list-style-type: none"> • Behavioral Based Safety • Chemical Safety Prevention • Dealing with Overthinking • Disciplinary Action in Manufacturing Sectors 	100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
		<ul style="list-style-type: none"> • Dose of Happiness • Effective Communication Skills • Emergency Awareness Training Session • Emotional Intelligence @ workplace • 8D Problem Solving: Empowering Engineers • EPF Awareness • ESIC Awareness • Excel Advance Level • Excel Intermediate Level • Fire Fighting & Prevention & Protection • Fire Squad • Fire Wet Drill at LNG area • First Aid • Forward Planning & Strategic Thinking • General Safety Awareness • Group Medical Coverage (GMC) Awareness • Growth Mindset • Hazardous Waste Management • Health & Hygiene • Health Talk • HIRA • IMS Internal Auditor • IMS Training • Incident Investigation Safety Standard and Techniques • Influencing Skills • Introspection Workshop • JSA (Job Security Analysis) • Managerial Development & Effectiveness • Mock Drill Rescue of Unconscious • Occupational Health Management • Onsite Emergency • Parental Wellness Workshop • Permit to Work & Hot Work • Role of Effective Communication in Business • Safe Handling of Chemical (Boiler House) • Safe Handling of Chemical (Dipping) • Safe Handling of Chemical (Lab) • Safe work permit & JSA • Safe Working with Electrical Safety and Risk Management in MAH Installation". • Shopfloor Safety & PPE • Storage of Chemical Safety • Shopfloor Safety & PPE 	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
		<ul style="list-style-type: none"> • SMART Goal Setting • Smart Supervisor • Storage of Chemical Safety • Stress Management • Sustainable Future Embracing ESG for India’s Development Seminar • Talent Management Process • Tapping Your Own Potential Enriching and Empowering Within • The Power of WE • Time Management • Unsafe Condition & Unsafe Action • Uses of Elevator • Wealth Wellness Program • Workplace Etiquettes • World of Safety - We Care • ABG Vibes Manager Scores & Presentation <p>Principle 5: Human Rights:</p> <ul style="list-style-type: none"> • POSH and Human Rights Trainings <p>Principle 6: Environmental conservation and awareness building</p> <ul style="list-style-type: none"> • Biodiversity capacity building Workshop • Climate Change & Sustainability Full day Seminar • Energy Conservation Awareness • EnMS (Internal Auditor) • Environment Aspect Impact Analysis • International Conventions on Waste & Chemicals • Mainstreaming Biodiversity for Environmental Sustainability • Ozone Day Awareness • Vendor Management System • Water Champion Program Phase -3 • Global Recycled Standard(GRS) <p>Principle 8: Wellbeing of local communities</p> <p>CSR Compliance Training</p> <p>Principle 9: Cybersecurity and Data Privacy</p> <ul style="list-style-type: none"> • Training on IT and Cybersecurity • SAP Training 	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Workers	46	<p>Principle 3: Employee wellbeing, Skill Development and Health and Safety Trainings</p> <ul style="list-style-type: none"> • Chemical Safety • Commandos Training • Dealing with Overthinking • Dose of Happiness • Effective Communication Skills • Emergency Awareness Training Session • EPF Awareness • ESG Awareness • ESIC Awareness • Fire Fighting & Prevention & Protection • Fire Squad • General Safety Awareness • Health & Hygiene • Health Talk • HIRA • IMS Training • Incident Investigation Safety Standard and techniques • JSA(Job Security Analysis) • Mock Drill Rescue of Unconscious • Onsite Emergency • Road Safety Awareness • Permit to Work & Hot Work • Safe Handling of Chemical (Boiler House) • Safe Handling of Chemical (Dipping) • Safe Handling of Chemical (Lab) • Safe work permit & JSA • Safety Seminar • Shopfloor Safety <p>Principle 5: Human Rights POSH Training</p> <p>Principle 6: Environmental conservation and awareness building</p> <ul style="list-style-type: none"> • Climate Change & Sustainability Full- day Seminar • Environment Aspect Impact Analysis • Global Recycling Standards(Standards (GRS) • Incident Investigation Safety Standard and techniques • Mainstreaming Biodiversity for Environmental Sustainability • Ozone Day Awareness <p>Principle 9: Data Privacy and Cybersecurity</p> <ul style="list-style-type: none"> • IT & Cyber Security Training • SAP Training 	100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

2. Details of fines/penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

MONETARY

	NGRBC Principles	Name of the regulatory/ enforcement agencies/ judicial institution	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Y/N)
Penalty/fine	There were no such instances during the financial year				
Settlement					
Compounding Fee					

NON-MONETARY

	NGRBC Principles	Name of the regulatory/ enforcement agencies/ judicial institution	Brief of the Case	Has an appeal been preferred? (Y/N)
Imprisonment	There were no such instances during the financial year			
Punishment				

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

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
There were no such instances during the financial year	

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.
We have established a code of conduct for our employees which underlines the importance of adherence to professional and ethical behavior for all employees through the adoption of ethical business practices and maintaining the highest standards of honesty and transparency. The code clearly highlights various identifiable and non-negotiable actions applicable to all employees in the Company.

Our Code of Conduct for the Board of Directors and Senior Management encourages all members to practice ethical and professional behaviour and ensure fairness and transparency while dealing with customers, suppliers, employees, and others in the best interest of the Company.

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

	FY 2023-24	FY 2022-23
Directors	No disciplinary action has been taken against any of the directors, KMPs, employees and workers pertaining to anti-corruption and anti-bribery during the current and previous financial year.	
KMPs		
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the directors	No such complaints received during the current financial year.		No such complaints received during the financial year.	
Number of complaints received in relation to issues of conflict of interest of the KMP's	No such complaints received during the current financial year.		No such complaints received during the financial year.	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

There were no cases of corruption and conflicts of interests, hence no corrective action was taken on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest at CEL during this financial year

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

	FY 2023-24	FY 2022-23
Number of Days of accounts Payable	37.77	27.07

9. Openness of Business

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

Parameters	Metrics	FY 2023-24	FY 2022-23
Concentration of purchase	a. Purchase from trading houses as % of total purchase	16.31	22.54
	b. Number of trading houses where purchases are made from	2	4
	c. Purchases from top 10 trading houses as % of total purchase from trading houses	16.31	22.54
Concentrations of sales	a. Sales to dealers/ distributors as % of total sales	0	0
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	0	0
Share of RPTs in	a. Purchases (purchases with related parties/total purchase) (In INR Lakhs)	0	0
	b. Sales (Sales to related parties/total sales)	0	0
	c. Loans and advances (Loans and advances with related parties/ total loans and advances)	0	0
	d. Investments (Investments to related parties/total investments made)	0	0

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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
No awareness programs were held for value chain partners during this financial year.		

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, we have established robust procedures to avoid situations of conflict of interest. We have established a Code of conduct for Board of Directors and senior management personnel which provides guidelines and encourages all members to avoid any situation of conflict of interest, either directly or indirectly which may have an impact on the business. In case of such situations, one should immediately inform the Company for effective redressal. The code can be accessed through our Company’s website through this link: Code of Conduct for Board of Directors and Senior Management

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

CEL is committed to sustainable production throughout its value chain, ensuring that all vendors comply with environmental regulations. We implement innovative practices, conduct rigorous checks, and establish monitoring systems for our suppliers. We prioritize sourcing raw materials locally to support domestic production and reduce environmental impact.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Additionally, we adhere to Central Pollution Control Board (CPCB) waste management guidelines, ensuring efficient waste disposal and recycling to minimize our environmental footprint and promote preservation.

ESSENTIAL INDICATORS

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

	FY 2023-24 (₹/Lacs)	FY 2022-23 (₹/Lacs)	Details of improvements in environmental and social impacts
R&D	11	57	Yarn production from recycled raw material, green polymer fabric,
Capex	0	61	biodegradable bags usage for packaging, changes in fabric creels, optimisation of additives and upgradation of system.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
No. However, we are currently working on building standardized practices for sustainable sourcing. We have already added new checkpoints to our vendor registration forms that will aid us in enhancing our supplier selection criteria
 - If yes, what percentage of inputs were sourced sustainably?
No, there were no procedures for identification of inputs that were sourced sustainably in the current reporting period.
- 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.
As part of Extended Producer Responsibility (EPR), we have implemented processes to manage the end-of-life reclamation of its plastic packaging materials. Partnering with a third-party agency, CEL ensures the responsible reclamation and recycling of these materials. Meanwhile, other categories of waste such as e-waste, hazardous waste, and miscellaneous waste, are disposed of in strict compliance with applicable regulations and guidelines.
- 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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
Yes, EPR applies to CEL specifically for its plastic packaging waste. The Company is registered with the Central Pollution Control Board (CPCB) as a Producers, Importers, and Brand Owners (PIBO) and we acknowledge our responsibility to mitigate the environmental impact of packaging materials.
Aligned with the CPCB guidelines, we have implemented a comprehensive waste collection plan to ensure the effective gathering, recycling, and disposal of packaging waste associated with PIBO. Moreover, CEL maintains full compliance with the Plastic Waste Management (PWM) rules, 2016.

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?

NIC Code	Name of product / service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the web-link.
20297	Nylon 6, Recycled Chips	1%	Standalone	Yes, It was conducted by independent external agency.	No

- 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.

Name of product/service	Description of the risk/concern	Action taken
No, there were no such concerns or risks observed arising from production or disposal of products identified in LCA.		

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Indicate input material	Recycled or reused input material to total material
FY 2023-24	FY 2022-23
Ration of recycled input material / Total material- 100%	

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

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						Not Applicable
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category.
Recycled Chips	7.5%

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.

At CEL, the well-being of our employees is paramount for us. We have established a comprehensive employee wellbeing policy to ensure equal opportunities for all employees and create an environment where they feel valued and safe. We recognize the importance of creating a respectful workplace where everyone is treated with fairness and dignity to ensure a healthy work culture.

We have taken several measures to ensure that our employees have access to all facilities and benefits which are crucial for their growth and fulfilment including health insurance, accident insurance coverage, maternity benefits, occupational health and safety practices, mental health awareness and stress management trainings and workshops.

We encourage all employees and workers to adhere to the Code of Conduct to ensure ethical business conduct and maintain a healthy and safe workplace. We also ensure that all our suppliers and value chain partners adhere to the Supplier Code of Conduct for sustainable and responsible operations.

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	
		No. (B)	%	No. (C)	%	No. (D)	% (D/A)	No. (E)	%	No. (F)	%
	(B/A)	(C/A)	(D/A)	(E/A)	(F/A)						
Permanent employees											
Male	465	465	100%	465	100%	0	0%	0	0%	0	0%
Female	19	19	100%	19	100%	19	100%	0	0%	0	0%
Total	484	484	100%	484	100%	19	4%	0	0%	0	0%
Other than Permanent employees											
Male	5	2	40%	5	100%	0	0%	0	0%	0	0%
Female	1	0	0%	1	100%	1	100%	0	0%	0	0%
Total	6	2	33.33%	6	100%	1	16.67%	0	0%	0	0%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	1079	1079	100%	1079	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	1079	1079	100%	1079	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	1470	448	31%	473	33%	0	0%	0	0%	0	0%
Female	18	11	67%	11	67%	18	100%	0	0%	0	0%
Total	1488	459	31%	484	33%	18	1%	0	0%	0	0%

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company.	0.60	0.47

2. Details of retirement benefits.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	2.07	2.13	Yes	4.42	1.80	Yes
Others-NPS	5.17	0	Yes	9.57	0	Yes
Others-Supperannuation	1.86	0	Yes	8.09	0	Yes

Note: ESI is applicable only to workers with maximum salary of ₹21,000, and it is not applicable for Bharuch plant.

Note: NPS and superannuation is only applicable to the employees who opt for the same.

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.

We are committed towards promoting a culture of inclusion and diversity for our employees and comply with the Rights of Persons with Disabilities Act, 2016, ensuring equality and non-discrimination in recruitment, promotion, training, and career advancement opportunities. We also strive to provide an accessible and inclusive work environment for all individuals, including those with disabilities.

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, At CEL, we promote and ensure creation of an inclusive workplace environment free of all forms of discrimination and compliance to all relevant human rights regulations. We have a comprehensive anti-harassment and anti-discrimination policy in place which explicitly extends to individuals with disabilities. This policy can be accessed at: <https://www.centuryenka.com/pdf/policies/anti-discrimination-and-anti-harrasement-policy.pdf>

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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	Only 1 (one) of our employees and workers has availed maternity leave during the FY 2024. Retention Rate: NA, as no one availed maternity leave in FY 2023.			
Female				
Total				

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

(If Yes, then give details of the mechanism in brief)	
Permanent workers	Yes, we are dedicated to ensuring a safe and positive work environment for all employees and workers. To achieve this, we have implemented an open-door policy where employees and workers can freely express their grievances. Additionally, we have established a centralized Grievance Redressal Mechanism to address any concerns promptly. Furthermore, in compliance with relevant laws, we have a Vigil Mechanism Policy in place to protect whistleblowers from any form of retaliation.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in the respective category (A)	No. of employees/workers in the respective category, who are part of the association(s) or Union (B)	% (B / A)	Total employees/workers in the respective category (C)	No. of employees/workers in the respective category, who are part of the association(s) or Union (D)	% (D / C)
Permanent employees						
Total Permanent Employees	484	NA	NA	470	NA	NA
Male	465	NA	NA	455	NA	NA
Female	19	NA	NA	NA	NA	NA
Permanent Workers						
Total Permanent workers	1079	419	39%	1120	440	39%
Male	1079	419	39%	1120	440	39%
Female	0	NA	NA	0	NA	NA

Note: Membership of workers in association or unions exists only in Pune plant. Out of total 420 permanent workers in Pune, 419 are part of unions as rest 1 has newly joined and is undergoing probation period for FY24.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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)
Employees										
Male	470	464	98%	464	98%	477	450	94%	448	94%
Female	20	18	90%	18	90%	19	15	79%	15	79%
Total	490	482	98%	482	98%	496	465	94%	463	93%
Workers										
Male	2549	1079	42%	1079	42%	3027	1729	57%	646	21%
Female	18	0	0%	0	0%	26	13	50%	0	0%
Total	2567	1079	42%	1079	42%	3053	1742	57%	646	21%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	470	420	89%	477	431	90%
Female	20	14	70%	19	12	63%
Total	490	434	89%	496	443	89%
Workers*						
Male	2549	1054	41%	3027	735	24%
Female	18	0	0%	26	0	0%
Total	2567	1054	41%	3053	735	24%

Note: Performance and career development reviews for workers are conducted on an annual and triennial basis for Bharuch and Pune, respectively.

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?
 Yes, At CEL, safety is the utmost priority for all stakeholders, including visitors, consumers, service providers, vendors and suppliers. We have implemented an Occupational Health and Safety Management System (OHSMS) designed to identify and manage health and safety issues. This system is applicable to all employees, labourers, and temporary workers. Regular internal and external audits are conducted to ensure the comprehensive effectiveness of the Occupational Health and Safety Management System.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
 We use a comprehensive approach to identify work-related hazards, including regular inspections, safety audits, and job safety analyses. Hazard identification and risk assessments (HIRA) are conducted to pinpoint key hazards like chemical handling, noise, mechanical issues, ergonomics, and electrical risks. The HIRA sheet is used to assess risks for all work activities, and appropriate control measures are implemented based on risk ratings. The risk assessment process includes daily safety sampling rounds, identifying potential hazards, assessing risks, and implementing control measures according to the hierarchy of controls.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.
 Yes, we have established comprehensive procedures to facilitate the reporting of work-related hazards by our employees and workers. Our approach includes robust training and awareness programs aimed at enhancing hazard identification skills and familiarizing our workforce with the reporting protocols.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

We offer multiple avenues for reporting hazards, such as dedicated forms, direct communication channels with supervisors, and access to the Health and Safety Department. Additionally, we provide a safety observation tool accessible to all employees. This tool allows them to report any unsafe conditions, near misses, or other safety observations promptly. In the event of identifying a hazard, employees are encouraged to take immediate action to remove themselves from danger and to notify their supervisors or follow established evacuation procedures.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, at CEL we prioritize the health and well-being of all employees by offering accessible medical services, including annual health check-ups for all employees at both plants. Our medical benefits include:

1. **Comprehensive Health Insurance:** Our employees and their immediate family members are covered under a health insurance policy. This coverage supports them financially for medical expenses arising from illnesses or injuries, ensuring they have access to necessary treatments and services beyond work-related incidents.
2. **Accident Coverage:** We provide accident insurance to our employees, offering financial protection in cases of disability or loss of life due to accidents. This coverage provides additional support to employees and their families during unexpected events.
3. **On-site Medical Facilities:** Both our Bharuch and Pune plants have medical dispensaries functioning as clinics and emergency first-aid centers. These facilities offer general medical consultations, preventive care, vaccinations, and treatment for common illnesses and injuries. Additionally, these clinics have arrangements with specialists or hospitals for referrals and further medical care, if required.

Furthermore, we have partnered with Mpower, a renowned organization, to combat mental health stigma by offering online sessions and resources. These sessions provide a safe, confidential space for employees to discuss and seek expert guidance. CEL is committed to fostering a supportive environment that empowers individuals to prioritize their well-being both within and outside the workplace.

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

Safety incident/number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	0	0
	Workers	0.26	0
Total recordable work-related injuries	Employees	0	0
	Workers	2	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

CEL prioritizes a safe and healthy workplace through various initiatives. Our Safety Committee oversees the effective implementation of our Occupational Health and Safety (OHS) management system, including safety trainings and awareness programs for employees. To ensure widespread understanding, we distribute safety manuals, bulletins, health guides, fire manuals, and “do’s and don’ts” to all employees and workers. These materials, including the “Occupational Health Prevention Guide,” are available in regional languages.

We conduct theme-based safety campaigns and encourage active participation in our annual safety week celebrations. Our communication channels are open to address staff concerns and consider their recommendations on safety-related matters.

To identify and mitigate risks, we undertake Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), and Hazard and Operability Analysis (HAZOP) initiatives covering all employees and workers. We prioritize hazard elimination through the selection of safe machinery and materials. Engineering safeguards, interlocks, and artificial intelligence further enhance safety measures.

Hygiene and sanitation are paramount, and we have a WASH Committee to ensure safe drinking water, sanitation, and hygienic practices in our plants and colonies. Personal protective equipment (PPE) is readily available for all employees and workers. To continually improve safety, we provide regular training, post warning signs in hazard-prone areas, and conduct regular medical examination.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions						
Health & safety			No such complaints have been received in the current and previous year.			

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%. Internally assessed by the respective location’s administration team.
Working conditions	100%. Internally assessed by the respective location’s administration team.

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.

We remain committed to ensuring a safe workplace environment, continuously mitigating safety risks and implementing effective corrective actions. Our approach includes safety surveys, workplace monitoring, and exposure assessments for noise, dust, fumes, and gases. In the current reporting period, we have reported 2 Lost Time Injuries. However, we have proactively addressed other safety incidents and risks through the following measures:

- We have established robust reporting processes encouraging employees to promptly report near-miss accidents, recordable incidents, and work-related illnesses, ensuring timely hazard identification and mitigation.
- Installation of a fall protection system to minimize fall-related incidents from heights.
- Conducting internal and external audits to assess safety-related data and practices, which are integral to our Occupational Health and Safety (OHS) management system to identify areas for improvement.
- Critical electrical panels are equipped with CO2 flooding systems, and transformers have nitrogen flooding systems to prevent electrical fires, ensuring employee safety and facility protection.
- Installation of machine guards to protect workers from rotating parts and sharp edges of equipment.
- Addressing hoist failure issues by providing a cage with a door interlocked with the hoist motor.
- Installation of anti-skid plates on all staircases to prevent mishaps due to slippery floors.

LEADERSHIP INDICATORS

- 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, CEL provides life insurance coverage for its employees and accident insurance coverage to both its employees and workers.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
We prioritize compliance by engaging with our value chain partners. Our Supplier Code of Conduct mandates vendors to adhere to all relevant laws and stay informed about any legal or regulatory changes affecting their operations. Additionally, we conduct online verification of Goods and Services Tax (GST) returns, as well as confirmations of Provident Fund (PF) and Employee State Insurance (ESI) deposits provided by contractors or third parties.
- 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:

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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)

No

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety conditions	Currently, we do not assess our value chain partners for health & safety and working conditions.
Working conditions	

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

Not applicable, as assessment is not carried out for the value chain partners.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

Stakeholders are the cornerstone of CEL and are extremely valuable to us. We are committed to creating value for our stakeholders through innovation, increased efficiency, sustainable practices, and cost reduction. We regularly engage with all our stakeholders to understand their concerns and address them effectively, resulting in growth and strong relationships. Stakeholder engagement is significant for building trust and promoting reliability in business operations.

ESSENTIAL INDICATORS

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

Stakeholder engagement is vital to our company and value chain since it emphasizes the necessity of maintaining positive relationships with our stakeholders. Engagement with stakeholders allows us to better understand our stakeholders’ requirements and expectations, which aids in the prioritization of business initiatives. We use a comprehensive strategy to identify and engage with our stakeholders based on the impact the business has on numerous environmental, economic, and social factors.

Our approach to stakeholder engagement involves identifying and prioritizing relevant stakeholders, determining the most efficient mode of engagement, collecting responses from key stakeholders and business leaders, analyzing feedback to identify sustainability topics relevant to the business, and prioritizing these topics to create a materiality matrix for business growth and stakeholder value creation.

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
Government and Regulators	No	Official correspondence, Meetings and Consultations, Correspondence Regulatory reporting, Regulatory Submissions, Regulatory Portals and platforms, Website	As and when required	Pre-project approval, ongoing compliances, issue resolutions, transparency and reporting, collaboration, and consultation, building trust and credibility
Employees	No	Emails and meetings, training programs, Intranet portals, performance appraisal reviews and grievance redressal mechanism	Continuous (as and when required)	HR and internal policy-related matters and matters related to the well-being of the employees, performance of the company, important announcements, procedures, and other relevant information.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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
Investors	No	Annual general meeting, annual reports, Notices, Newspapers, E-mail, telecalls, Website, regular business interactions and Quarterly Investor Meet	Quarterly and Annually	Cultivate trust, improve transparency, obtain access to capital, influence shareholders, and fulfil mandatory regulatory requirements.
Customers	No	Direct Contact, Online Platforms, Emails, Phone, Survey and feedback forms, social media platforms, Website	Continuous (as and when required)	Pre-sales inquiries, project updates, post-sales support, understanding the demand and needs, feedback and surveys, building relationships and trust, resolving complaints and issues
Contract Labour	Yes	Direct contact, Helpline number, suggestion box, and meetings	Continuous (as and when required)	Safe working environment, timely and fair payment of compensation
Rating Agencies	No	Emails, Website	Annually & as and when required	Timely disclosure of corporate and business performance information
Communities	Yes	Community Meetings, Outreach programs, Website	As and when required	Establish positive relationships, address community concerns, community development, promote social responsibility
Supply chain Partners	No	Emails, phone, direct in-person meetings, website and stakeholder engagement surveys	Continuous (as and when required)	Supplier selection and evaluation, business operations-related matters, to enhance collaboration and innovation, explore opportunities for process improvements, contract negotiations, and cost optimization.
Future Generation	No	Social media, Job interview interactions	Continuous (as and when required)	Protect environment, transparency in communication, Be a responsible Company.

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.

At CEL, we consider Stakeholder Engagement for value creations and stakeholder management. . We ensure that consultations with stakeholders on various topics are assigned by the Board and governed in accordance with the Company's operating policies. Valuable feedback from these consultations is regularly communicated to the Board through board and committee meetings.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

- 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 the policies and activities of the entity.

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. We actively seek inputs from stakeholders on these issues and incorporate their suggestions into our policies and activities. Through these consultations, we reaffirm our ongoing priorities related to the identified material topics. The inputs received from stakeholders plays a crucial role in shaping our approach to environmental and social matters, ensuring alignment with stakeholder expectations, and enhancing the overall sustainability of our operations.

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

At CEL, we engage with our communities regularly as part of our Corporate Social Responsibility (CSR) activities which also include vulnerable or marginalized groups. The modes of engagement are panchayat meetings, understanding problems with the village sarpanch, public hearings, and even direct meetings in some instances. Input from attendees at these meetings is used to steer our resources and drive various programs to assist various areas of the community.

During the reporting year, schools were updated with bathrooms, classrooms, clean drinking water, benches, theme paintings, playgrounds, compound walls, and other amenities to improve educational infrastructure and deliver quality education. Furthermore, we are working towards providing insurance for contract workers empowering underprivileged girls/women to become leaders in their communities, reducing school dropout rates for females through financing, and installing feminine hygiene facilities, etc. We also assist with the overall development of communities, with an emphasis on boosting access to basic facilities and improving rural infrastructure to benefit the community. Efforts in water management for surrounding regions have helped to make water accessible for drinking and agriculture all.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.

CEL is dedicated to leading with trust and dignity by improving the quality of life and upholding compliance with all relevant human rights regulations. Our Human Rights Policy emphasizes the importance of respecting and protecting the rights of our people while eliminating discrimination, harassment, and unethical practices.

Additionally, we have implemented a POSH (Prevention of Sexual Harassment) policy to effectively address issues of sexual harassment and ensure that all employees have access to a Grievance Redressal Mechanism when needed. Our Company’s Code of Conduct sets clear guidelines for anti-corruption and anti-bribery, mandating adherence from all employees and senior management.

ESSENTIAL INDICATORS

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D /C)
Employees						
Permanent	484	365	75%	470	0	0
Other than permanent	6	-	0	26	0	0
Total employees	490	365	75%	496	0	0
Workers						
Permanent	1079	1079	100%	1120	0	0
Other than permanent	1488	1183	79%	1933	0	0
Total workers	2567	2262	88%	3053	0	0

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

2. Details of minimum wages paid to employees and workers

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	465	Nil	Nil	465	100%	455	Nil	Nil	455	100%
Female	19	Nil	Nil	19	100%	15	Nil	Nil	15	100%
Other than Permanent										
Male	5	Nil	Nil	5	100%	22	Nil	Nil	22	100%
Female	1	Nil	Nil	1	100%	4	Nil	Nil	4	100%
Workers Permanent										
Male	1079	Nil	Nil	1079	100%	1120	Nil	Nil	1120	100%
Female	0	Nil	Nil	0	100%	Nil	NA	NA	NA	NA
Other than permanent										
Male	1470	818	55%	652	45%	1907	1044	55%	863	45%
Female	18	7	39%	11	61%	26	13	50%	13	50%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	₹10,28,000	2	₹9,38,000
Key managerial personnel	2	₹94,45,000	0	0
Employees other than BoD and KMP	451	₹6,39,931	18	₹3,79,259
Workers	1,079	₹3,21,276	0	0

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wage	0.56%	0.38%

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

Yes, the Human Resource Department addresses issues pertaining to human rights.

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

We are committed towards the prompt redressal of grievances of stakeholders, aiming to minimize conflicts and enhance stakeholder relationships. We have a robust grievance redressal process in place which emphasizes integrity, accountability, fairness, transparency, equity, impartiality, and procedural accuracy. We also ensure that this mechanism is easily accessible to stakeholders and resolves issues through dialogue and discussion.

Furthermore, we have established a whistleblower system to enable employees to report potential human rights violations or misconduct. This system allows employees to confidentially raise concerns to management, providing an extra layer of transparency and accountability in our operations.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0		1	1	Complaint was disposed of within the prescribed timelines, after the reporting period ending, i.e., 31 st March 2023, before this report's date.
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced labour/Involuntary labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights-related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	2.6%	2.2%
Complaints on POSH upheld	0	0

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

We are dedicated to fostering a workplace that is devoid of discrimination and harassment, ensuring a healthy and inclusive environment for all employees and workers, irrespective of caste, gender, religion, disabilities, or any other forms of discrimination. In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, we have established a Prevention of Sexual Harassment (POSH) Policy aimed at effectively addressing grievances related to sexual harassment. The complainant can report incidents to the Internal Committee (IC), which then takes appropriate steps to provide redressal.

The committee has implemented mechanisms to prevent adverse consequences for the complainant. These include interim relief, such as transferring the complainant to another job, providing additional leave beyond their entitlements, and preventing the respondent from evaluating their performance. If dissatisfied with the resolution of their complaint or the actions taken by the Unit IC or Business IC, the complainant can file an appeal before the appropriate court or tribunal.

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

Yes, human rights requirements form an essential part of CEL's business agreements and contracts, as outlined in our Human Rights Policy. The policy emphasizes on respecting human rights in the workforce, communities, and towards all those impacted by their operations and products. It also includes provisions for legal compliance, promoting awareness, engaging with stakeholders, valuing diversity, prohibiting child, and forced labor, and ensuring access to remedies for grievances related to human rights.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

10. Assessments of the year

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

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

There were no significant risks or concerns arising from the assessments stated in question 10 above. We follow all applicable regulations regarding human rights and have also formulated a Human Rights Policy outlining our commitment towards human rights. The policy is applicable to all employees and highlights our stance on zero-tolerance of any violations of human rights related aspects.

LEADERSHIP INDICATORS

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

We have a comprehensive human rights policy in place that complies with all mandated regulations related to human rights. Our policy ensures grievance redressal through mechanisms such as the Whistleblower and Prevention of Sexual Harassment (POSH) policies. The policy is aligned with key human rights principles including freedom of association, equal remuneration, land acquisition, and supply chain management.

Additionally, we have established a robust grievance redressal mechanism specifically tailored to address human rights impacts and violations, ensuring that any grievances or complaints related to human rights are promptly and effectively addressed.
- Details of the scope and coverage of any human rights due diligence conducted

Human rights due diligence has not been conducted by CEL.
- 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, we are committed to ensuring accessibility for all individuals, including differently abled visitors. Our premises are designed to be accessible in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	At the time of enrollment of suppliers we do keep a proper check on the basic Human rights issues, apart from that currently we do not have any system in place from which we can derive the ratios.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

Not Applicable, as we currently do not assess any of our value chain partners for human rights issues.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

At CEL, we are work towards minimizing the impact of our operations on the environment. We constantly ensure the implementation of strict monitoring systems and processes across all business units and have adopted cutting edge technologies to ensure resource efficiency, energy savings, responsible sourcing and proper waste and water management.

We understand the importance of environmental conservation and ensure that our operations are responsible and sustainable as a step towards mitigating the risk of climate change and environmental degradation on our business. We continuously strive to reduce our carbon footprint and ensure that our value chain partners adhere to the same values and commitments to ensure a sustainable value chain and responsible operations.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

ESSENTIAL INDICATORS

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

Parameter	FY 2023-24	FY 2022-23
From Renewable Sources		
Total electricity consumption (A)	1,24,791.25	39,087.91
Total fuel consumption (B)	6,00,535.11	4,13,140.11
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	7,25,326.35	4,52,228.02
From non-renewable sources		
Total electricity consumption (D)	5,80,602.67	7,39,002.80
Total fuel consumption (E)	2,11,235.64	2,34,868.23
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	7,91,838.31	9,73,871.03
Total energy consumed (A+B+C+D+E+F)	15,17,164.66	14,26,099.05
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	8.70	6.88
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (in Lakhs)	199.02	157.47
Energy intensity in terms of physical output (GJ/MT)	21.95	20.45
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.

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.

According to Bureau of Energy Efficiency (BEE) regulations, the Pune facility is recognized as a Designated Consumer (DC) under the Performance, Achieve, and Trade (PAT) Scheme. We successfully completed PAT cycle 1 targets and obtained 1,395 ESCerts. For PAT cycle 2, ESCerts were stated on the negative side Partially to a formulae inaccuracy. The topic has been referred to BEE to resolve the issue.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters')		
(i) Surface water	0	0
(ii) Groundwater	3,97,000	4,13,795
(iii) Third-party water (municipal water supplies)	3,38,459	3,71,347
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater and Municipality water)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7,35,459	7,85,142
Total volume of water consumption (in kilolitres)	7,35,459	7,85,142
Water intensity per rupee of turnover (water consumed / turnover)	4.22	3.79
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	96.48	86.70
Water intensity in terms of physical output (KL/MT)	10.64	11.26
Water 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.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kiloliters).		
(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 kiloliters)	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.

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

Yes, we have developed an Effluent Treatment Plant (ETP) at both of our factories with a capacity of 4042m³/day for waste-water treatment, utilizing 100% of the wastewater after treatment for processes and gardening purposes at the plant, resulting in Zero Liquid Discharge (ZLD). Further we have also established a Reverse Osmosis plant in addition to Multi-effect Evaporator (MEE)/ Agitated Thin Film Dryer (ATFD) at our Bharuch factory for further purification and use of such water in the process itself, which got operational in the current reporting period.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	MT	25.64	54.14
SOx	MT	29.26	35.43
Particulate matter (PM)	MT	26.52	39.71
Persistent organic pollutants (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	NA	NA
Hazardous air pollutants (HAP)	MT	NA	NA
Others - Please specify.	MT	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.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	13,948.98	14,691.32
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,15,475.42	1,62,169.67
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	(tCO ₂ e/₹lacs)	0.74	0.85
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	(tCO ₂ e/PPP in Lacs)	16.98	19.53
Total Scope 1 and Scope 2 emission intensity in terms of physical output	(tCO ₂ e/MT)	1.87	2.54
Total Scope 1 and Scope 2 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? (Y/N) If yes, name of the external agency.

8. Does the entity have any project related to reducing greenhouse gas emission? If yes, then provide details.

Yes, we have taken several initiatives to reduce our carbon emissions and ensure minimal environmental impact through the adoption of renewable energy sources like solar energy and biofuel for steam and heat production.

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

Parameter	FY 2023-24	FY 2022-23
Total waste generated (in metric tonnes)		
Plastic waste (A)	634.28	698.93
E-waste (B)	3.90	3.04
Bio-medical waste (C)	0.06	0.05
Construction and demolition waste (D)	2,186.70	10,593
Battery waste (E)	0.00	0.56
Used Oil DG (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	2,300.33	2,126.96
Other Non-hazardous waste generated (H). Please specify, if any.	5,856	7,400
Total (A+B + C + D + E + F + G + H)	10,981.11	20,822.54
Waste intensity per rupee of Turnover (Total waste generated /Revenue from operations)	0.06	0.10
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.44	2.30
Waste intensity in terms of physical output (MT/MT)	0.16	0.30
Waste intensity (optional) - the relevant metric may be selected by the entity.		

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	FY 2023-24	FY 2022-23
Category of waste		
(i) Recycled	2,352.40	2,410.86
(ii) Re-used	0.00	4.03
(iii) Other recovery operations	0.00	0.00
Total	2,352.40	2,414.89

For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration	0.06	39.83
(ii) Landfilling	387.68	75.05
(iii) Other disposal operations	8,240.97	18,292.78
Total	8,628.70	18,407.66

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.

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

We aim for sustainable operations by minimizing the amount of waste generated and maximizing its reuse and recycling. We follow the 3R approach to ensure effective waste management across operations. Some of the practices we follow include:

- Selling lube oil, and waste oil to recyclers, contaminated containers and liners to registered recyclers, sending ETP/WTP/insulation waste to government-approved landfills, incinerating biomedical waste at a common facility,
- And selling electronic waste to government-registered recyclers, purchasing scrap batteries on a buy-back basis, depolymerizing chips, polymer lumps, and yarn waste for finished goods, and disposing waste to co-processing units.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	No, CEL does not have any offices and plants located in/around ecologically sensitive areas		

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA notification no.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
No environmental impact assessments of the projects were done during the current reporting period.					

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 there under (Y/N). If not, provide details of all such non-compliances, In the following format:

S.No	Specify the law/ regulation /guidelines which was not complied with	Provide details of the non-compliance	Any fines /penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Yes, we affirm towards compliance with applicable environmental laws mandated by the government authorities and have not been subjected to any penalties or corrective actions from regulatory authorities.				

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
 For each facility / plant located in areas of water stress, provide the following information:
 - (i) Name of the area: Not Applicable
 - (ii) Nature of operations: Not Applicable
 - (iii) Water withdrawal, consumption and discharge: Not Applicable

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water	NA	NA
- No treatment	NA	NA
- With treatment - please specify the level of treatment	NA	NA
(ii) Into groundwater	NA	NA
- No treatment	NA	NA
- With treatment - please specify the level of treatment	NA	NA
(iii) Into seawater	NA	NA
- No treatment	NA	NA
- With treatment - please specify the level of treatment	NA	NA
(iv) Sent to third parties	NA	NA
- No treatment	NA	NA
- With treatment - please specify the level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment - please specify the level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

2. Please provide details of total Scope 3 emissions & their intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent	NA	NA

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

3. 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.

Not Applicable, CEL does not have any plants or offices in ecologically sensitive areas

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 the outcome of such initiatives:

S.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy Reduction Initiatives	<ol style="list-style-type: none"> Established an Energy Conservation Cell to set internal targets and monitor performance of various projects. Adoption of renewable energy sources for heating, steaming and cooling processes. Steam consumption optimization. Fuel saving projects at Bharuch and Pune plants. 	<p>Energy consumption from renewable sources increased by 60% as compared to the last reporting period.</p> <p>Investing in energy reduction initiatives, we were able to save 5,228 kWh/day of energy in the current reporting period. This translates to an annual energy saving of ₹312 lacs.</p>
2.	Emission Reduction Initiatives	<ol style="list-style-type: none"> Maximum reduction in usage of Light Diesel Oil (LDO) and increased the usage of Biomass (Briquette). Discontinued labour and energy intensive two step mono yarn production at Pune plant and started with one step monyarn process resulting in significant energy reduction and increased manhour efficiency. Increase in energy consumption from renewable energy as compared to last reporting period. 	<p>We were able to reduce carbon intensity (GJ/MT) by 12.7% as compared to last year.</p> <p>Total GHG emissions reduced by 26.82% as compared to last reporting period.</p>
3.	Waste Management Practices	<ol style="list-style-type: none"> Reuse of packaging material. Recycling of the generated nylon waste and converting it to Caprolactam. Conversion of food waste to manure for gardening purposes. 	<p>We were able to recycle 80% of the total hazardous waste generated and only 20% was sent to Pre-processing, landfilling, incineration. etc.</p>
4.	Water Conservation practices	<ol style="list-style-type: none"> Adoption of 3R Approach - Reuse, Recycle, Reduce for effective water management Commencement of Zero Liquid Discharge (ZLD) unit with a designed capacity of 230 m3/day, ensuring zero wastewater generation. We have Installed 28 groundwater recharging borewells with a depth of 80 meters at the Bharuch plant. 	<p>Reduced water consumption by 6.32% as compared to last reporting period.</p> <p>Achieved zero wastewater discharge.</p>
5.	Biodiversity Management Practices	<ol style="list-style-type: none"> We have dedicated 52% of our Bharuch plant and 33% of our Pune plant area for plantation and green belt development which promotes planting various herbs and flora. 	<p>Supporting flora and fauna</p> <p>All 28 borewells combined will be able to recharge groundwater by an impressive 3,62,880 cubic meters every year</p>

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
 Yes, we have an onsite emergency response plan in place that covers all natural and man-made disasters such as fires, explosions, hazardous chemical releases, and structural collapses. This thorough plan focuses on managing crises by assessing the likelihood of various situations. The plan aims to promptly control and minimize the impact of events, ensuring employee safety while also protecting assets and the environment. It involves outlining employees’ roles and responsibilities during emergencies and emphasizes the safe recovery of affected areas and the restoration of normal operations, as well as ensuring employee safety before returning to work. By integrating business continuity and disaster management into our operations, we strive to promote resilience, adaptability, and sustained growth.
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.
 At CEL, we actively ensure that our suppliers and vendors comply with all relevant certifications such as ISO 14001 and other environmental requirements and we have not observed any significant environmental impacts arising from our value chain.
7. Percentage of value chain partners (by the value of business done with such partners) that were assessed for environmental impacts.
 We currently do not have any system in place to assess our value chain partners for their environmental impacts.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.

CEL is an active member of multiple trade organizations, demonstrating our unwavering commitment to robust corporate governance and building lasting partnerships. Through collaboration with various industry associations, we showcase our sustainability achievements and work hand in hand with these associations to advocate for sustainable business practices.

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations.
 The company has 12 affiliations to industry chambers and associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	The Synthetic & Rayon Textiles Export Promotion Council	National
2	Association of Synthetic Fibre Industry (ASFI)	National
3	Indian Technical Textile Association (ITTA)	National
4	Mahratta Chamber of Commerce Industries and Agriculture, Pune (MCCIA)	State
5	Federation of Gujarat Industries	State
6	Jhagadia Industries Association	State
7	Nylon Spinners association	State
8	Gujarat Employers’ Organisation	State
9	National Safety Council of India	National
10	Gujarat Safety Council	State

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable, as we do not have any adverse orders against issues related to anti-competitive conduct during the current financial year.		

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (Annually/ half yearly/ quarterly / others - please specify)	Web-link, if available
We have not advocated public policy positions in the current financial year.					

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

At CEL, we place great importance on cultivating long-term relationships built on trust and shared benefits. These relationships form the backbone of our engagements with stakeholders, and we are dedicated to gauging the impact of our initiatives on them and their life.

Through our CSR Policy, we are committed to creating value for our communities, who are our vital stakeholders. We consistently strive to enhance society through initiatives encompassing healthcare, education, infrastructure, quality of life, and environmental protection, in collaboration with charitable organizations, NGOs, and local authorities.

Our relentless dedication to positively impact our communities for the betterment of society and the environment is at the core of our CSR efforts. We believe that regularly engaging with and creating value for the communities is essential for ensuring sustained growth and fostering strong stakeholder relationships.

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain. (Yes/No)	Relevant web link
We have not conducted any Social Impact Assessments projects in the current financial year.					

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

S No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
NA, there is no ongoing project undertaken by the Company for which R&R is to be provided.						

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

At CEL, the grievances from communities are communicated through face-to-face meetings, which are then analyzed to identify key focus areas based on the recommendations received by nearby panchayat and trusts. Additionally, we also have a grievance redressal mechanism that covers all our stakeholders including communities covered in the areas we operate.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	6.83%	4.98
Directly from within India	42.84%	17.81

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24	FY 2022-23
Rural	49.65%	51.92%
Semi-Urban	-	-
Urban	50.35%	48.08%
Metropolitan	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments (Reference: Question 1 of essential indicators above):

Details of negative social impact identified	Corrective action taken
We have not conducted any Social Impact Assessments projects in the current financial year	

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

S. No.	State	Aspirational district	Amount spent (In ₹)
1	Gujarat	Narmada	27.74 Lacs

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?
No, we do not have a preferential procurement policy in place. However, we are purchasing raw material from MSME and small producers
- (b) From which marginalized/vulnerable groups do you procure?
We are sourcing raw material from MSME and small producers
- (c) What percentage of total procurement (by value) does it constitute?
NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the 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
	We have not applied and acquired intellectual properties in the current financial year			

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 the authority	Brief the Case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR projects:

S.No	CSR project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Poshanvahini Project for strengthening Anganwadi center	1350	Most of the CSR activities and projects undertaken by us are specifically targeted towards benefiting vulnerable and marginalized groups in society. However, presently it is challenging to provide an accurate percentage of beneficiaries from these groups.
2.	Shikshasathi Project	2100	
3.	Kanya Kenavani & Praveshutsav	1220	
4.	Women Health Checkup camps	826	
5.	Eye Checkup	1019	
6.	Old Age Home	25	
7.	Nutrition support	1157	
8.	Check Dam Renovation	2000	
9.	Road Construction in Village	3000	
10.	Disaster Management-Grocery Kit Distribution	1800	

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

At CEL, we prioritize building strong relationships with our consumers and customers to drive increased revenue, growth, and profitability. Our commitment is to consistently deliver the highest quality products and create positive value for our consumers.

We have established a centralized grievance redressal mechanism to ensure that our consumers can easily reach out to us in case of any issues regarding our products. Additionally, we regularly conduct customer satisfaction surveys to gather constructive feedback on product quality and pricing. By actively seeking and addressing feedback, we aim to attract new customers through positive word of mouth.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
We ensure that all consumer complaints and feedback are promptly acknowledged by our Technical Marketing team and forwarded to the relevant departments for thorough investigation. Our responses to these issues are tailored to meet the specific requirements and expectations of our customers.

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

	As a % to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24			FY 2022-23		
	Receive during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	No complaints received during the year			No complaints received during the year		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive trade practices						
Unfair trade practices						
Other						

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

	Number	Reason for Recall
Voluntary recalls		
Forced recalls	NIL	

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy.
Yes, we have a policy on cyber security and risks related to data privacy, available at <https://www.centuryenka.com/privacy-policy.html>
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 the safety of products/services.
Not Applicable, as there were no complaints received for mentioned topics during the current reporting period.
7. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches
No instances received during the current financial year
 - b. Percentage of data breaches involving personally identifiable information of customers
NA
 - c. Impact, if any, of the data breaches
NA

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

LEADERSHIP INDICATORS

1. Channels/platforms where information on products and services of the entity can be accessed.
Brief information about our products and services is provided on our website. For more detailed information, please refer to our annual reports, which can be accessed through the following .
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Based on the requirements of the customers, our technical and marketing personnel interact with various customers for creating awareness about proper usage and technical description of the products
4. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Not Applicable, CEL's operations do not fall into the category of essential services
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)
No
5. 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, we conduct customer satisfaction surveys to gather feedback on our major products and services, as well as our operations in significant locations. These surveys include customer feedback forms that cover aspects such as quality, pricing, availability, and after-sales services. For NTCF customers, surveys are conducted annually, while for NFY customers, they are conducted semi-annually. The data collected is analyzed to identify areas for improvement and enhance overall customer satisfaction. For more information, please refer to the 'Building relationship with customers' section in the social and relationship capital of our integrated report.