

Fine Organic Industries Limited

Regd. Office

Fine House, Anandji Street, Off M. G. Road,
Ghatkopar East, Mumbai 400 077, India.

CIN : L24119MH2002PLC136003

Tel : + 91-22-2102 5000

Fax : + 91-22-2102 8899 / 2102 6666

Email : info@fineorganics.com

Web: www.fineorganics.com



Date: July 25, 2024

To BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001	To National Stock Exchange of India Limited Plot No. C/1, "6" Block, Exchange Plaza Bandra Kurla Complex, Bandra (East) Mumbai - 400 051
Security Code: 541557	Symbol: FINEORG

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2023-24, which also forms part of the Integrated Annual Report for the financial year 2023-24 submitted to the exchanges vide our letter dated July 25, 2024.

We request you to take the above information on record.

Thanking You,
Sincerely,

For Fine Organic Industries Limited

Pooja Lohor
Company Secretary and Compliance Officer

Encl: As Above



Business Responsibility & Sustainability Report

SECTION A GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1.	Corporate Identity Number (CIN) of the listed entity	L24119MH2002PLC136003
2.	Name of the listed entity	Fine Organic Industries Limited (“The Company”)
3.	Year of incorporation	May 24, 2002
4.	Registered office address	Fine House, Anand ji Street, Off M.G. Road, Ghatkopar East, Mumbai: 400077, Maharashtra, India
5.	Corporate address	Fine House, Anand ji Street, Off M.G. Road, Ghatkopar East, Mumbai: 400077, Maharashtra, India
6.	E-mail	info@fineorganics.com
7.	Telephone	+91 (22) 2102 5000
8.	Website	https://www.fineorganics.com/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> National Stock Exchange of India Limited (NSE) NSE Scripcode: FINEORG BSE Ltd. – BSE Scripcode: 541557
11.	Paid-up capital	₹ 1,533 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Ms. Pooja Lohor Designation: Company Secretary & Compliance Officer Telephone : +91 (22) 2102 5000 E-mail : investors@fineorganics.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 under this report have been made on a standalone basis for the Company
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)

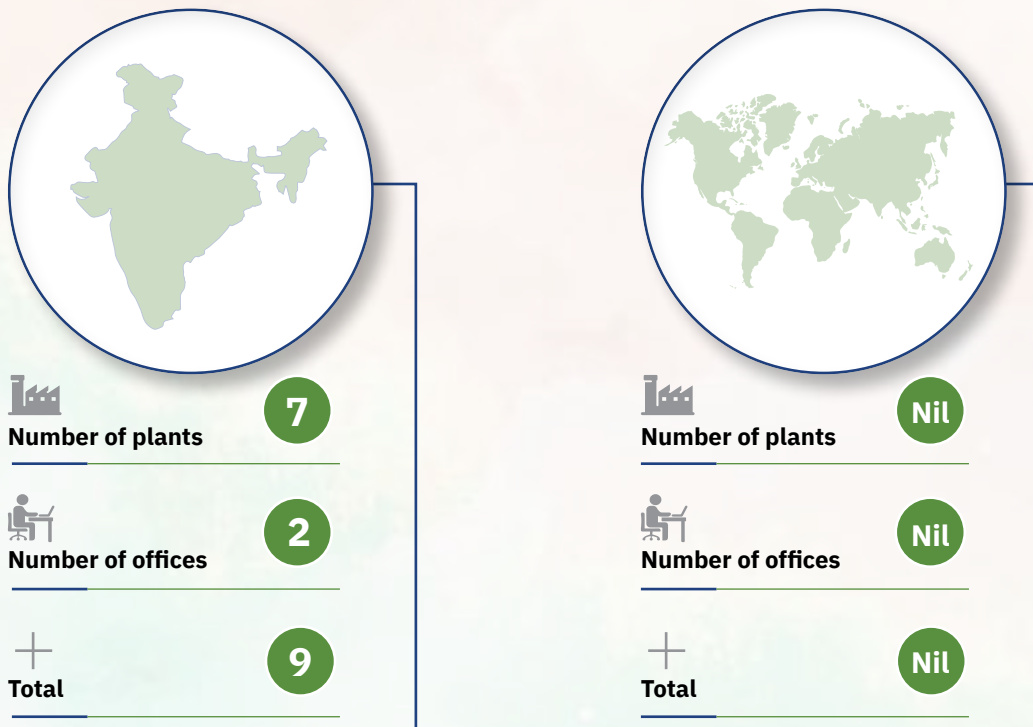
Description of the main activity	Description of business activity	% of turnover of the entity
Manufacturing of additives	The Company is India's leading specialty performance additives manufacturer used in plastics, foods, rubbers, coatings, cosmetics, feed nutrition and other specialty applications.	100%

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

Product/service	NIC code	% of total turnover contributed
Specialty performance additives	20119	100%

III. OPERATIONS

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





19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of states)	Pan India
International (No. of countries)	80+

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

Approximately 52% of the Company's total turnover is generated through exports.

c. A brief on types of customers

The Company manufactures Specialty Performance Additives which caters to a wide variety of customers in the food and feed nutrition industry, coatings, rubbers, plastics and plastics and polymer industry, cosmetics industry, and other sectors.

IV. EMPLOYEES

20. Details as at the end of financial year 2023-24

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)	413	267	64.65%	146	35.35%
2	Other than permanent (E)	18	16	88.89%	2	11.11%
3	Total employees (D + E)	431	283	65.66%	148	34.34%

Workers

4	Permanent (F)	437	423	96.80%	14	3.20%
5	Other than permanent (G)	189	182	96.30%	7	3.70%
6	Total workers (F + G)	626	605	96.64%	21	3.35%

b. Differently abled employees and workers

S. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled employees						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than permanent (E)	0	0	0.00%	0	0.00%
3	Total differently abled employees (D+E)	0	0	0.00%	0	0.00%
Differently abled workers						
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than permanent (G)	0	0	0.00%	0	0.00%
6	Total differently abled workers (F+G)	0	0	0.00%	0	0.00%

Note: Currently Fine Organic Industries Limited does not have any differently abled employees. However, the Company does not discriminate against them, and the same policies are applicable to every employee, even at the time of recruitment.



21. Participation/inclusion/representation of women

	Total (A)	No. and the percentage of females	
		No. (B)	% (B/A)
Board of Directors	11	2	18.18%
Key Management Personnel	6	1	16.67%



22. Turnover rate for permanent employees and workers

(Disclose trends for the past three years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
 Permanent employees	3.78%	5.67%	4.44%	5.00%	2.22%	4.07%	6.29%	4.72%	5.77%
 Permanent workers	1.66%	2.28%	1.89%	1.43%	0.00%	1.41%	1.54%	0.00%	1.52%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	Does the Company, indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)	% of shares held by listed entity
Fine Organics (USA), Inc.	Subsidiary company	Yes	100%
Fine Organics Europe BV	Subsidiary company	Yes	100%
Fine Organic Industries (SEZ) Private Limited	Subsidiary company	Yes	100%
Fine Zeelandia Private Limited	Joint venture company	Yes	50%
Fine Organic Industries (Thailand) Co., Limited	Joint venture company	Yes	45%

CSR DETAILS
24. Whether CSR is applicable as per section 135 of Companies Act, 2013

Yes, CSR is applicable to the Company in accordance with Section 135 of the Companies Act, 2013.

i. **Turnover (in ₹)**
₹ 3,029.15 Cr.

ii. **Net worth (in ₹)**
₹ 1,511.94 Cr.

*Turnover and net worth amount as on March 31, 2023.

VI. TRANSPARENCY AND DISCLOSURES COMPLIANCES
25. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct
Stakeholder group from whom the complaint was received

Grievance redressal mechanism in place (Yes/No)	FY 2023-24			FY 2022-23		
	Number of complaints filed during the year	Number of complaints with pending resolution at the end of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the end of the year	Remarks
Communities						
Yes. A framework is established to engage with the community, comprehending their concerns and resolving any issues they may encounter.	Nil	Nil	–	Nil	Nil	–
Investors (other than shareholders)						
N.A.	N.A.	N.A.	–	N.A.	N.A.	–



Grievance redressal mechanism in place (Yes/No)	FY 2023-24			FY 2022-23		
	Number of complaints filed during the year	Number of complaints with pending resolution at the end of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the end of the year	Remarks
Shareholders						
Yes https://scores.gov.in/scores/welcome.html https://smartodr.in/login https://www.fineorganics.com/contact-us/	6	0	–	8	0	–
Employees & workers						
Yes https://www.fineorganics.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf https://www.fineorganics.com/wp-content/uploads/2023/02/Sexual-Harassment-Policy.pdf	Nil	Nil	–	Nil	Nil	–
Customers						
Yes https://www.fineorganics.com/contact-us/	6	0	–	Nil	Nil	–
Value chain partners						
Yes https://www.fineorganics.com/contact-us/	Nil	Nil	–	Nil	Nil	–
Others (please specify)						
Nil	Nil	Nil	–	Nil	Nil	–

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, and approach to adapt or mitigate the risk along with its financial implications, as per the following format

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
Extended product approval process	Risk	It is a long process to get approval from regulatory authorities for a new product. For this reason, end-users of additives generally prefer established organisation's with all formalities/certifications in place. This stands as a barrier for an additive manufacturer trying to enter new geographies and reach out to new customers, as country-specific approval is required and each country has different parameters for approval	<ul style="list-style-type: none"> Understanding the approval process in detail and having in place all certificates required, will expedite the process Focus on improving communication with all relevant stakeholders, both locally and internationally 	Negative- Revenue loss for the organisation
Vegetable oil prices	Risk	Fluctuations in vegetable oil prices due to fluctuating demand and supply indirectly affect the financial performance of the organisation	<ul style="list-style-type: none"> Keeping sufficient stock of raw materials so that the organisation is not affected by sudden market fluctuations Maintaining robust relationships with key suppliers 	Negative- Rising costs of raw materials can lead to diminished profit margins and adversely impact the organisation's financial performance
Industry growth	Opportunity	End-users switching from synthetic and conventional materials to organic and natural additives, incorporating sustainable and environmentally friendly materials into their processes	-	Positive- Higher demand will lead to increased revenue
Customer specification	Opportunity	By paying attention to each customer's unique requirements and delivering tailored solutions, the Company establishes a bond of trust between the organisation and the customer	-	Positive- Increase revenue by providing customised solutions and building trust



Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
Impact of climate change	Risk	The business may face challenges due to adverse weather conditions and climate change, as these factors can have an impact on crop production. Since vegetable oils, which are key raw materials for the industry, are derived from crops, any negative effects on them can affect their availability. Additionally, climate change and related natural disasters like floods, cyclones, and droughts can introduce volatility in raw material prices, potentially influencing farmers' decisions. Such disruptions can also impact supply chains, production facilities, and even customer demand and preferences	<ul style="list-style-type: none"> • Sustainable sourcing from developed key suppliers can mitigate risks for the Company by ensuring a stable and reliable supply of raw materials while promoting environmental stewardship and resilience • Improvement in processes to generate less emissions • Sustainable logistics management 	Negative- Most suppliers opt for short-term contracts spanning 3 to 6 months, occasionally extending to 12 months when required, owing to global uncertainties
Health & safety	Risk	In the chemical industry, health & safety can cause a potential harm to individuals and communities, operational disruptions, regulatory non-compliance consequences, and reputation damage. Proactive risk management and adherence to safety protocols are essential to mitigate these risks effectively and ensure business sustainability	<ul style="list-style-type: none"> • Prioritising safety protocols and regulatory compliance • Identifying and mitigating operational hazards • Ensuring swift incident response and containment • Providing comprehensive safety education and awareness • Integrating lessons learned for ongoing safety enhancement 	Negative- Health and safety incidents can lead to financial losses through regulatory fines, legal liabilities, production shutdowns, and damage to facilities, impacting the Company's profitability, reputation, and market competitiveness
Regulatory issues and compliance	Risk	Failure to comply with regulatory issues not only causes risks of legal repercussions but also undermines the Company's reputation. Given the industry's sensitivity to safety and environmental concerns, any deviation could erode trust among stakeholders, affecting market presence and financial stability	<ul style="list-style-type: none"> • Ensuring adherence to compliance monitoring system 	Negative- Non-compliance can lead to fines, legal expenses, and production delays for the Company, while tarnishing the brand image and reducing customer trust, impacting financial performance
Reducing carbon footprint	Opportunity	Ensuring the reduction of carbon footprint helps to align with global sustainability objectives and mitigates the effects of global climate change while fostering innovation	-	Positive- Reducing the carbon footprint can yield positive financial outcomes and enhance brand reputation

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC principles and core elements.



Disclosure questions

P1 P2 P3 P4 P5 P6 P7 P8 P9

Policy and Management Processes

1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes*
	c. Weblink of the policies, if available.	https://www.fineorganics.com/investor-policies/**
2.	Whether the entity has translated the policy into procedures. (Ye/No)	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company expects its value chain partners to adhere to the policies.
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • ISO 9001, SEDEX, ECOVADIS, KOSHER, HALAL & FSSC 22000, COSMOS Ecocert • ISO 9001, SEDEX, FSSC 22000, FSSAI, ECOVADIS, REACH, JOSPHA, GMP+, EFFCI & RSPO • EOVDIS & SEDEX • ISO 9001, KOSHER, HALAL, FSSC 22000, GMP+, EFFCI & RSPO, COSMOS Ecocert • EOVDIS & SEDEX • EOVDIS & SEDEX • ISO 9001, FSSAI, HALAL, FSSC 22000, ECOVADIS & GMP+ • ISO 9001, SEDEX, FSSC 22000, FSSAI, ECOVADIS, REACH, JOSPHA, GMP+, EFFCI, KOSHER, HALAL & RSPO, COSMOS Ecocert • ISO 9001, SEDEX, FSSC 22000, FSSAI, ECOVADIS, REACH, JOSPHA, GMP+, EFFCI, KOSHER, HALAL & RSPO, COSMOS Ecocert



Disclosure questions

- P1 P2 P3 P4 P5 P6 P7 P8 P9**
- ▼ ▼ ▼ ▼ ▼ ▼ ▼ ▼ ▼

Policy and Management Processes

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

The Company is dedicated to advancing sustainability efforts by tackling greenhouse gas emissions, promoting tree planting initiatives, conserving water resources, and optimising packaging waste management. With a defined roadmap and vision for the future, the Company regularly assesses goal attainment to sustain momentum towards its objectives.

6. Performance of the entity against the specific commitments, goals and targets alongwith reasons in case the same are not met.

Frequent evaluations are conducted by the Management to verify the effective and optimum implementation of all NGRBC principles.

* All statutory policies are approved by the Board of Directors, whereas other policies are approved by the Executive Directors or the respective business/unit head.

**These policies are internal documents and are circulated internally to the employees of the Company. The code of conduct for the Board of Directors and Senior Management, CSR policies, and Whistle-Blowerpolicy, among others, are available on the website of the Company.

Governance, Leadership and Oversight

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


The Company has firmly established itself as a conscientious entity, prioritising business responsibility while advocating for the principle of ‘Our People, Our Planet’ as responsible citizens. Recognising that ethical conduct and societal value creation are key to long-term success, the Company is dedicated to these principles. The Company’s oleochemicals derived additives and product solutions assist customers in achieving sustainability goals and preparing for the future. Approximately 85% of the raw materials sourced from renewable vegetable origins, the Company demonstrates a strong commitment to environmentally friendly practices.

The Company’s employees diligently pursue its mission and vision, and in return, the Company invests in their well-being by enhancing compensation packages and expanding the workforce with like-minded individuals. To foster a sense of security and inclusion among employees, the Company extends health, insurance, and financial support. Additionally, the Company acknowledges its role in improving the lives of the communities in which it operates and remains dedicated to these efforts.


Acknowledging the Company’s obligation to both humanity and the environment, the Company makes consistent efforts to fulfil its responsibility to promote their welfare.

8. **Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy(ies).**
- Name: Mukesh Shah
Designation: Chairman & Director
DIN Number: 00106799
9. **Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.**
- Yes. The Company has established an internal management committee dedicated to overseeing sustainability matters. Led by Mr. Mukesh Shah, the Chairman & Director, the primary responsibility of this committee is to oversee the implementation of sustainability initiatives across the organisation, ensuring they are incorporated effectively into the Company’s operations and processes.

10 Details of review of NGRBCs by the Company:

 Subject for Review	Indicate whether the review was undertaken by Director/Committee of the Board/Any other Committee	Frequency (annually/half yearly/quarterly/any other – please specify)
Performance against the above policies and follow-up action	P1 P2 P3 P4 P5 P6 P7 P8 P9	P1 P2 P3 P4 P5 P6 P7 P8 P9
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	<p>The Senior Leadership Team of the Company, comprising Directors among others, periodically reviews the Business Responsibility policies as required. During these evaluations, the effectiveness of the policies is assessed, and necessary updates to policies and procedures are made accordingly.</p> <p>The Company complies with the existing regulations as applicable. A Statutory Compliance Certificate on applicable laws is provided by the Chief Executive Officer of the Company.</p>	<p>Quarterly</p>

11 Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.



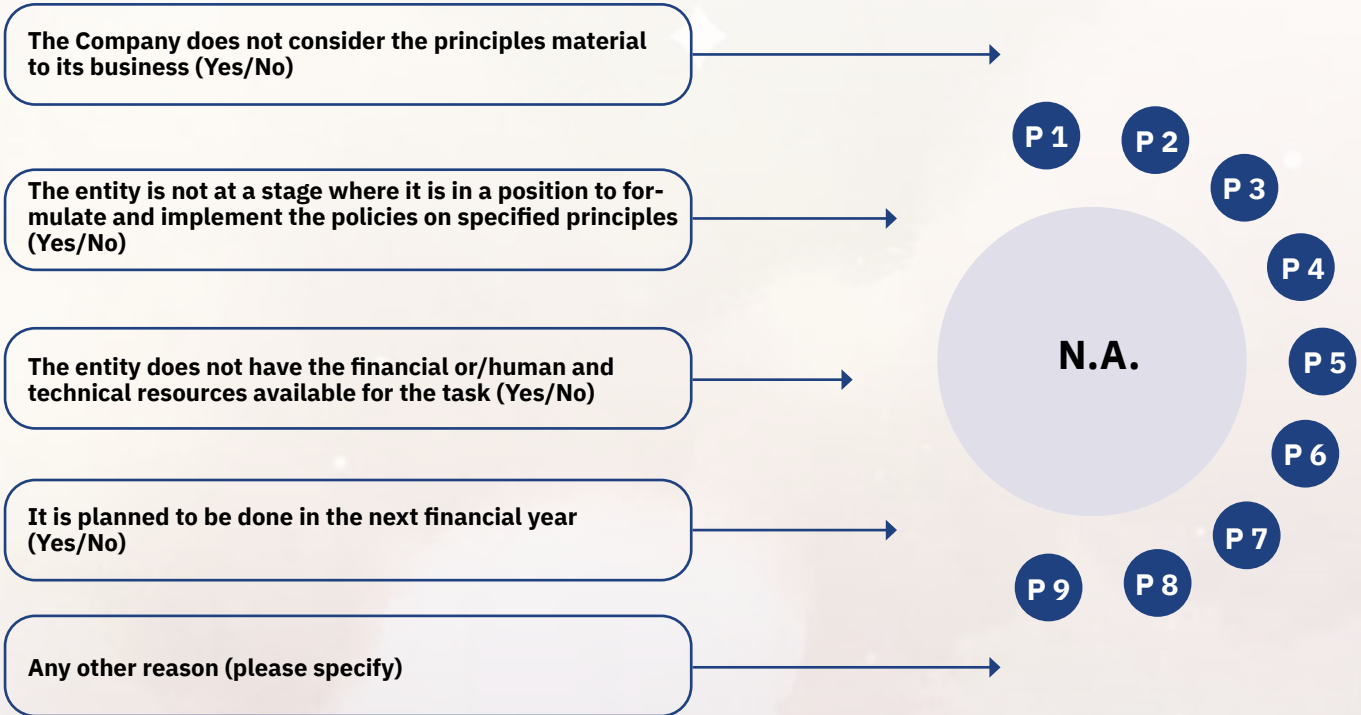
The Senior Management of the Company conduct routine reviews of their respective charters and policies through internal audits. These audits focus on monitoring the effectiveness of policies, projects, and performance related to corporate responsibility and sustainability.



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



Questions



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 categorised as ‘Essential’ and ‘Leadership’. While the essential indicators are expected to be disclosed by every entity mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

1 Principle

Businesses should conduct and govern itself with ethics, transparency and accountability.

2 Principle

Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

3 Principle

Businesses should respect promote the well-being of all employees.

4 Principle

Businesses should respect the interests of, and be responsive towards, all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.

5 Principle

Businesses should respect and promote human rights.

6 Principle

Businesses should respect, protect and make efforts to restore environment.

7 Principle

Businesses, when engaged in influencing public and regulatory policy/policies, should do so in a responsible and transparent manner.

8 Principle

Businesses should promote inclusive growth and equitable development.

9 Principle

Businesses should engage with and provide value to their customers and consumers in a responsible manner.



PRINCIPLE 1

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

Essential Indicators

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

Segment	Total no of training and awareness programmes held	Topics/principles covered under the training and impact	% age of persons in respective category covered by the awareness programme
Board of Directors	4	During the year, the Company's Board of Directors (including its committees) invested time in various updates comprising matters related to business, regulations, CSR activities and governance parameters.	100%
Key Managerial Personal (other than Board of Directors)	4	<ul style="list-style-type: none"> • POSH • Insider Trading Training • Medclaim & Accidental Training • Determination of Materiality of Events 	100%
Employees other than BoD and KMPs	4	<ul style="list-style-type: none"> • POSH • Insider Trading Training • Medclaim & Accidental Training 	90%
Workers	5	<ul style="list-style-type: none"> • Sedex • POSH • Quality Management System Trainings • FSSC Awareness • Safety 	95%

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

There were no complaints filed against the Company's Directors or KMPs during the preceding financial years.

Monetary

NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred (Yes/No)
Penalty/fine				
Settlement		Nil		
Compounding fee				

Non-monetary

NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred (Yes/No)
Imprisonment			
Punishment		Nil	

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





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

The Company is dedicated to follow all applicable laws, rules, and regulations, as well as maintaining the highest levels of business ethics. The Company promotes a culture of high integrity, transparency, and adheres to the highest ethical and moral standards. Additionally, the Company has an anti-bribery & anti-corruption policy.

The Company has additionally implemented a Whistleblower Policy and Vigil Mechanism, offering a structured avenue for directors and employees to voice concerns regarding unethical conduct, potential fraud, or breaches of the Company’s Code of Conduct. This policy includes provisions to protect employees from any form of retaliation for using this reporting mechanism. The Whistleblower Policy can be accessed via the following web link: <https://www.fineorganics.com/investor-policies/>

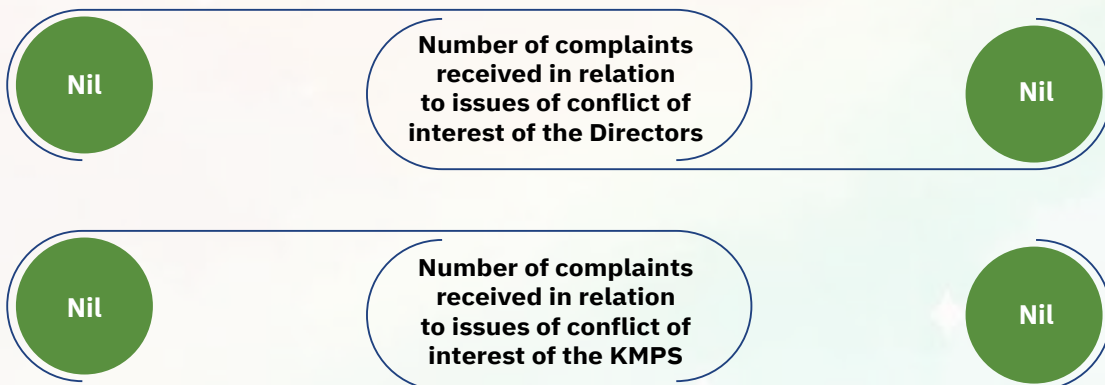
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption

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

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

FY 2023-24

FY 2022-23



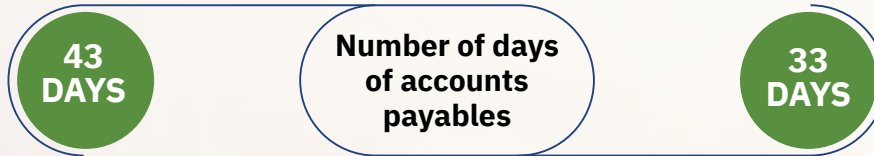
7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

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

FY 2023-24

FY 2022-23



9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of purchases	a. Purchases from trading houses as % of total purchases	3.46%	1.46%
	b. Number of trading houses where purchases are made from	69	60
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	63.74%	68.33%
Concentration of sales	a. Sales to dealers/distributors as % of total sales	45.04%	37.83%
	b. Number of dealers/distributors to whom sales are made	260	235
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	42.03%	49.21%
Shares of RPT in	a. Purchases (Purchases with related parties/Total purchases)	0.29%	0.16%
	b. Sales (Sales to related parties/Total sales)	12.00%	19.57%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0.85%	0.00%
	d. Investments x(Investments in related parties/Total investments made)	99.96%	99.91%



Leadership Indicators

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

Total no of awareness campaign held

102

Topics/principles covered under the training

Principle 2, 3, 4, 6, 7, 8 and 9

% age of value chain program partners covered (by value of business done with such partners) under the awareness programs

55%

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.

All the Directors of the Company transparently disclose their interests within the Company and any potential conflict of interest with other companies, corporate bodies, firms, or other associations of individuals, annually or as changes occur. To ensure ethical governance, the Company has instituted a Policy on Materiality of Related Party Transactions, applicable to the Company. Transactions involving board members or entities they have affiliations are required to obtain the necessary approval from the Audit Committee or Board. During discussions on such matters, the concerned Directors recuse themselves. To detect and monitor conflict of interest among the Company's Directors and Key Management Personnel (KMPs), the Corporate Secretarial team oversees a database listing the Directors and their associated entities. This information is then provided to the finance department, which identifies these parties within their system. This facilitates the monitoring and tracking of any transactions initiated by the Company involving these parties.

Additionally, Directors annually affirm their commitment to act in the Company's best interests and avoid conflicts of interest. The Senior Management also confirms annually that they haven't engaged in any material, financial and commercial transactions that could conflict with the Company's interests. Moreover, during Board meetings, the Directors abstain from participating in discussions related to matters in which they have personal interests.

Weblink for Policy on Materiality of Related Party Transactions:

<https://www.fineorganics.com/investor-relations/>

PRINCIPLE 2

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

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	100%	100%	The Company prioritises developing products & technologies which are beneficial to environment and society.
Capex	96.12%	100%	

Note: The primary focus of R&D is on customer-centric initiatives and enhancing production processes to generate value-added downstream products while concurrently addressing environmental and social impacts. The product application areas include foods, plastics, feed nutrition, personal care/home care coatings etc. The R&D products include new additives like green surfactants & performance additives for biodegradable plastics among other new applications.

The capex projects which have an impact on the environment and social capital are listed in Principle 6.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes,

The specialty performance additives (products) produced by the Company are derived from basic oleochemicals made from natural raw materials, such as vegetable oils. The Company sources almost 70% of its raw materials from the local vendors, thus reducing the carbon footprint generated by transportation. Moreover, the Company ensures that the raw materials sourced are not exploiting natural resources, are produced sustainably and in compliance with the applicable regulations. The Company sources materials and services from selected fabricators and engineers and customises designs for energy and process optimisation.

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

As a manufacturer of specialty performance additives, the Company uses various oleochemicals based raw materials, which account for 85% of its sourcing. Moreover, these raw materials are derived from sustainable sources (Agri based) and approximately 70% of them are procured from local vendors. This approach has not only strengthened our sustainable sourcing targets but has also helped the Company reduce its carbon footprint.

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

The Company manufactures specialty performance additives that serve the technical function of the desired end products finding applications in the fields of foods & beverages, plastics/polymers, cosmetics, rubber, feed nutrition & coatings industry. There is no scope for recycling products at the end of the value chain.



The processes for reusing/recycling/and disposing of waste include:

A) Plastics

As part of its sustainable operations, the Company adheres to Extended Producer Responsibility (EPR) guidelines, which encompass the management of plastic packaging waste. The Company ensures the safe disposal of both pre-consumer and post-consumer plastic packaging waste through the EPR approach. All plastic waste generated by the Company's manufacturing units is sent to authorised recyclers for the purpose of recycling. In FY 2023-24, the Company recycled, or safely disposed of 662.18 tonnes of plastic packaging waste collected across multiple states as a part of the EPR mandate.

B) E-waste

The E-waste generated (0.035 MT/year) from all the manufacturing units of the Company is sent to authorised recycler for recycling.

C) Hazardous waste (ETP Sludge, and waste oil etc.)

Hazardous waste includes ETP sludge & salts, process residues and waste oil. Hazardous waste is sent to Mumbai Waste Management Limited (MWML), a Hazardous Waste Treatment, Storage and Disposal Facility (TSDF) site at Taloja for recycling/safe disposal. All manufacturing sites are registered members of MWML.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, the Company is in compliance with the Plastic Waste Management 2016 Rules & Amendments. For plastic packaging waste generation, the Company has completed the EPR registration for the Group Company under Brand Owners (PIBOs) category covering all manufacturing units. The Company's plastic packaging waste collection plan is in line with EPR plan submitted to the Central Pollution Control Board (CPCB). As a Brand Owner, our efforts are directed towards minimising packaging plastic waste generation, exploring sustainable packaging options and reusing plastic packaging after evaluating food safety compliance and other related standards.

PRINCIPLE 3

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

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	267	267	100.00%	267	100.00%	N.A.	N.A.	267	100.00%	266	99.62%
Female	146	146	100.00%	146	100.00%	146	100.00%	N.A.	N.A.	146	100.00%
Total	413	413	100.00%	413	100.00%	146	35.35%	267	64.65%	412	99.75%
Other than permanent employees											
Male	16	16	100.00%	16	100.00%	N.A.	N.A.	16	100.00%	16	100.00%
Female	2	2	100.00%	2	100.00%	2	100.00%	N.A.	N.A.	2	100.00%
Total	18	18	100.00%	18	100.00%	2	11.11%	16	88.89%	18	100.00%

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	423	423	100.00%	423	100.00%	N.A.	N.A.	423	100.00%	N.A.	N.A.
Female	14	14	100.00%	14	100.00%	14	100.00%	N.A.	N.A.	N.A.	N.A.
Total	437	437	100.00%	437	100.00%	14	3.20%	423	96.80%	N.A.	N.A.



% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than permanent employees											
Male	182	182	100.00%	182	100.00%	N.A.	N.A.	182	100.00%	N.A.	N.A.
Female	7	7	100.00%	7	100.00%	7	100.00%	N.A.	N.A.	N.A.	NA
Total	189	189	100.00%	189	100.00%	7	3.70%	182	96.30%	N.A.	N.A.

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



2. Details of retirement benefits, for current FY and previous FY.

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	85.88%	100.00%	Yes	92.91%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	14.82%	26.47%	Yes	12.82%	24.59%	Yes
Others – please specify	N.A			N.A		

3. Accessibility of workplaces

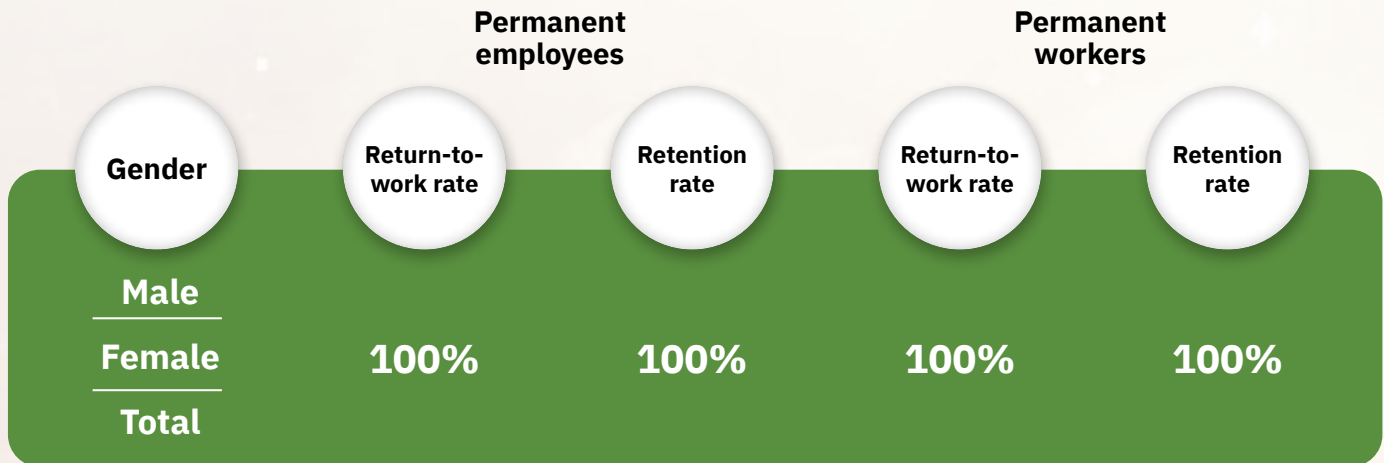
Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the Company ensures that all its operating locations are fully accessible to differently abled employees, workers, and visitors. The Company has installed elevators and the necessary infrastructure to support their mobility requirements. Additionally, wheelchair facilities are readily available on the Company's premises to ensure inclusivity and ease of access for all.

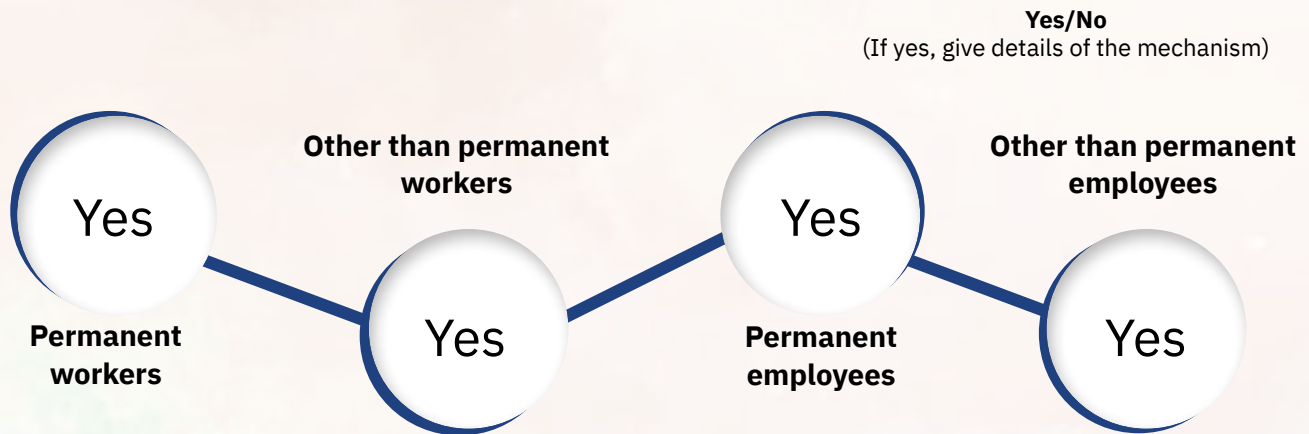
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company ensures equal opportunities for all employees and eligible job applicants, refraining from unfair discrimination based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other protected category under applicable law.

5. Return to work and retention rates of permanent employees and workers that took parental leave.



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



The Company fosters an environment of open communication, encouraging employees and workers to first address their concerns with their respective Heads of Department (HODs). Should the issue remain unresolved, they are welcome to report their complaints or problems to either the HR department or the plant in-charge.

In cases of sexual harassment or discrimination, victims or witnesses have the option to lodge a complain, either anonymously or with their name, to the Internal Complaint Committee (ICC) and they take further action to address and resolve the matter.

To ensure the genuine reporting of concerns or grievances, the Audit Committee has been tasked with establishing a vigil mechanism. Moreover, the Company strictly adheres to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act of 2013. As part of the Company's commitment to addressing such issues effectively, an external member, knowledgeable in the Prevention of Sexual Harassment (POSH) and Protection of Children against Sexual Offences Acts (POCSO), has been appointed to the Internal Complaint Committee.



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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in the respective category (C)	No. of employees/workers in the respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	Nil	Nil	N.A.	Nil	Nil	N.A.
Male	Nil	Nil	N.A.	Nil	Nil	N.A.
Female	Nil	Nil	N.A.	Nil	Nil	N.A.
Total permanent workers	Nil	Nil	N.A.	Nil	Nil	N.A.
Male	Nil	Nil	N.A.	Nil	Nil	N.A.
Female	Nil	Nil	N.A.	Nil	Nil	N.A.

Note: The Company does not have any recognised employee or worker associations. However, the Company has a long-standing and healthy relationship with its employees, wherein 7.89% of employees are of the second generation and 10.83% of employees have been working with the Company for 25 years or more. For 2022-23, 7.81% of employees are of the second generation and 11.23% have completed 25 years.

Further, if any conflict arises, the head of the respective department, discusses the matter and resolves it through mutual consent.

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	267	267	100.00%	190	71.16%	262	245	93.51%	210	80.15%
Female	146	146	100.00%	115	78.76%	135	120	88.89%	97	71.85%
Total	413	413	100.00%	305	73.84%	397	365	91.94%	307	77.33%
Workers										
Male	423	423	100.00%	423	100.00%	418	418	100.00%	418	100.00%
Female	14	14	100.00%	14	100.00%	5	5	100.00%	5	100.00%
Total	437	437	100.00%	437	100.00%	423	423	100.00%	423	100.00%

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	267	267	100.00%	262	262	100.00%
Female	146	146	100.00%	135	135	100.00%
Total	413	413	100.00%	397	397	100.00%
Workers						
Male	423	423	100.00%	418	418	100.00%
Female	14	14	100.00%	5	5	100.00%
Total	437	437	100.00%	423	423	100.00%

10. Health and safety management system:

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

Yes, the Company has implemented occupational health and safety practices in all its manufacturing facilities, offices and R&D laboratories are there to safeguard its employees and workers.

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

Yes, the Company encourages workers to promptly report any accidents or near-miss incidents encountered during work. Following a comprehensive investigation, the Company identifies the root cause and implements the necessary measures to prevent the recurrence of similar incidents. Furthermore, workers undergo various safety training programmes to maintain a safe working environment within the facility.

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

A risk management system is in place to avoid injuries and incidents in the workplace and disruptions in operations. The processes and measures in place are regularly reviewed to eliminate any potential risks. Safety audits and mock drills are conducted periodically to minimise risks. Employees are provided with the necessary safety training to minimise the occurrence of incidents.

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

Yes, the Company prioritises the availability of non-work-related medical and healthcare services across all our sites. These services are provided either on-site or through partnerships with trusted nearby medical facilities. Additionally, each facility is equipped with ambulances or emergency vehicles, and highly trained first-aid personnel are on hand 24/7 to respond to any emergencies. To address the medical needs of employees and workers, the Company has implemented a Medclaim Compensation Policy, ensuring coverage for expenses related to non-work-related medical and healthcare services.



11 Please provide details of safety-related incidents, in the following format:

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

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

The Company places utmost priority on the safety and health of its employees, implementing a range of measures to ensure their well-being, including:

Training and Preparedness

- Regular training sessions, inspections, and drills conducted by the safety team
- Emphasis on equipping workers with skills to respond effectively to emergencies, while adhering to safety protocols
- Conduct continuous training programmes and induction training on safety measures

Assessments, Monitoring and Investigation

- Ensure continuous monitoring of health and safety performance across all plants
- Carry out thorough investigations, including root cause analysis, to address any incidents promptly
- Conduct annual medical assessments for all staff members and workers to ensure fitness for job roles

Safety Measures

- Utilisation of totally enclosed processes and pneumatic systems
- Interlocking mechanisms in process reactors and equipment
- Safety pressure valves on reactors and equipment
- Proper insulation of reactors
- Installation of flame-proof light fixtures
- Provision of emergency handling equipment
- Maintenance of water in fire tank reservoirs
- Installation of dyke walls around above-ground storage tanks
- Deployment of lightning arrestors

Safety Signage and Equipment

- Display of caution notes, hazard identification signage boards, safety posters, and stickers
- Installation of gas and smoke detection systems
- Placement of windsocks for wind direction indicators

Emergency Communication and Response

- Provision of safety showers, eye wash stations, walkie-talkies, P.A. systems, telecommunication devices, and mobile phones
- Installation of emergency sirens. Additionally, a well-equipped OHC facility with the availability of an ambulance or emergency vehicle to handle any medical emergency

Environmental Responsibility

- Implementation of solvent-free manufacturing processes
- Scientifically designed & implemented Effluent Treatment Plant (ETP) system
- Full-fledged Sewage Treatment Plant (STP) system

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	Nil	Nil	-	Nil	Nil	-
Health & safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:



Health and safety practices



Working conditions

→ **100.00%**

% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)

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.

N.A.

During the year, zero accidents were reported. However, the Company keeps an eye on the working conditions through regular checks.



Leadership Indicators

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

(A) Employees – Yes, the Company provides gratuity to the family and dependents of deceased employees and offers a Group Personal Accident Policy covering life insurance for employees.

(B) Workers – Yes, the Company has a Group Personal Accident Policy covering workers in the event of accidental death, along with a Group Term Life Insurance Policy providing life insurance coverage for all workers and plant employees.

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

The Company conducts business with integrity and expects its value chain partners to operate in a trustworthy manner, fulfilling their obligations and promptly paying their statutory dues. Furthermore, the Company expects its partners to comply with its code of conduct, business responsibility policies, and shared values.

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

	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	-	-	-	-
Workers	-	-	-	-

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

Yes, for employees who have been selected and express interest, the Company maintains their employment on a retainer basis for an agreed-upon duration.

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all their stakeholders.

Essential Indicators

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

The Company identifies key stakeholders who directly or indirectly influence on its operations and business chain. These stakeholders include groups like shareholders, employees, customers, suppliers, communities, Government and regulatory bodies. The Company assesses the interests and concerns of each group, prioritising based on their influence and impact. Tailored strategies for engagement, including communication and consultation, are implemented to meet the needs of the stakeholders. Additionally, continuous monitoring and feedback mechanisms are in place to ensure alignment with stakeholder expectations, fostering positive relationships crucial for the Company's long-term success.

2. List stakeholder groups identified as key for the Company and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified under vulnerable & marginalised 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
Customers	No	Customer meet, online survey, e-mails, and an online grievance mechanism, video conference	Ongoing	Product information, feedback, grievances, product-related queries, regulatory compliances, price products
Shareholders	No	Press releases, email, media releases, annual general meeting, stock exchange (se) intimations, website uploads, investors meeting	Quarterly, half-yearly, annual, as and when required	Financial performance, key risks and mitigation, operational highlights, share price appreciation, dividend distribution
Suppliers	No	Personal meeting , emails, video conference, website	Quarterly & annually (as and when required)	Timely delivery, payment terms & conditions, quality of goods procured
Communities	Yes	Partnership with local charities, community visits	Ongoing	CSR, community complaints, awareness programme, community development
Government and regulatory authorities	No	Annual report and regulatory filings facility inspections, one-on-one meetings	Annual & periodic	Compliance and good governance practice
Employees	No	One-on-one interactions, email, senior management meet, internal communication platforms	Ongoing	Career development, salary and other perquisites, work ethics, policy communication, and team building, among others



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 the Company stakeholder consultation remains an ongoing led by the Company's leaders, engaging across multiple platforms. Dialogue with stakeholders occurs consistently at the business unit level and is subsequently presented to the Board for review.

- 2. Whether stakeholder consultation is used to support identifying and managing 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, the Company enhances operational resilience by conducting a rigorous materiality assessment process and implementing a comprehensive risk management framework, both of which are informed by stakeholder consultations.

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

The Corporate Social Responsibility (CSR) initiatives of the Company engages with and addresses the concerns of vulnerable/marginalised stakeholder groups. The Company has organised seminars, workshops, and conferences in various states, regarding modern dairy practices, antibiotic-free poultry farming, and adopting green solutions to improve animal health. Through these initiatives, the Company intends to provide farmers with new ways to earn income, while keeping in mind the health of its consumers.

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. employees/ workers covered (B)	% (B/A)	Total (C)	No. employee/ workers covered (D)	% (D/C)
Employees						
Permanent	413	380	92.01%	397	362	91.18%
Other than permanent	18	18	100.00%	10	10	100.00%
Total employees	431	398	92.34%	407	372	91.40%
Workers						
Permanent	437	437	100.00%	423	423	100.00%
Other than permanent	189	189	100.00%	189	189	100.00%
Total workers	626	626	100.00%	612	612	100.00%

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	413	0	0.00%	413	100.00%	397	1	0.25%	396	99.74%
Male	267	0	0.00%	267	100.00%	262	1	0.38%	261	99.62%
Female	146	0	0.00%	146	100.00%	135	0	0.00%	135	100.00%
Other than permanent	18	0	0.00%	18	100.00%	10	0	0.00%	10	100.00%
Male	16	0	0.00%	16	100.00%	9	0	0.00%	9	100.00%
Female	2	0	0.00%	2	100.00%	1	0	0.00%	1	100.00%



Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent	437	0	0.00%	437	100.00%	423	0	0.00%	423	100.00%
Male	423	0	0.00%	423	100.00%	418	0	0.00%	418	100.00%
Female	14	0	0.00%	14	100.00%	5	0	0.00%	5	100.00%
Other than permanent	189	0	0.00%	189	100.00%	189	164	86.77%	25	13.23%
Male	182	0	0.00%	182	100.00%	182	164	90.11%	18	9.89%
Female	7	0	0.00%	7	100.00%	7	0	0.00%	7	100.00%

3. Details of remuneration/salary/wages,

The Company has paid managerial remuneration in compliance with the necessary approvals required by Section 197 of Schedule V of the Act. The Company has in place a Nomination and Remuneration Policy for the Directors, KMP and other employees pursuant to the provisions of the Act and the Listing Regulations. This policy is available at the following weblink: <https://www.fineorganics.com/wp-content/uploads/2023/02/Nomination-and-Remuneration-Policy.pdf>

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	9	₹ 1,45,00,000.00	2	₹ 8,97,500.00
Key Managerial Personal (other than Board of Directors)	0	N.A.	1	₹ 23,33,539.00
Employees other than BOD and KMP	262	₹ 9,69,806.00	145	₹ 10,08,894.00
Workers	423	₹ 5,63,078.00	14	₹ 7,88,632.00

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



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 Company's Head of Human Resources oversees matters about human rights within the Company. All key stakeholders of the Company are required to adhere to the policy's guiding principles and comply with relevant laws and regulations.

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

The Company is committed to nurturing discrimination-free workplaces by implementing policies that prevent discrimination based on gender, religion, age, or sexual orientation. The Company prioritises robust governance to address human rights issues through a comprehensive framework, fostering open communication. Additionally, employees are encouraged to approach their Heads of Department (HODs) with concerns, and if issues persist, escalation to the HR department and designated plant in-charge is supported.

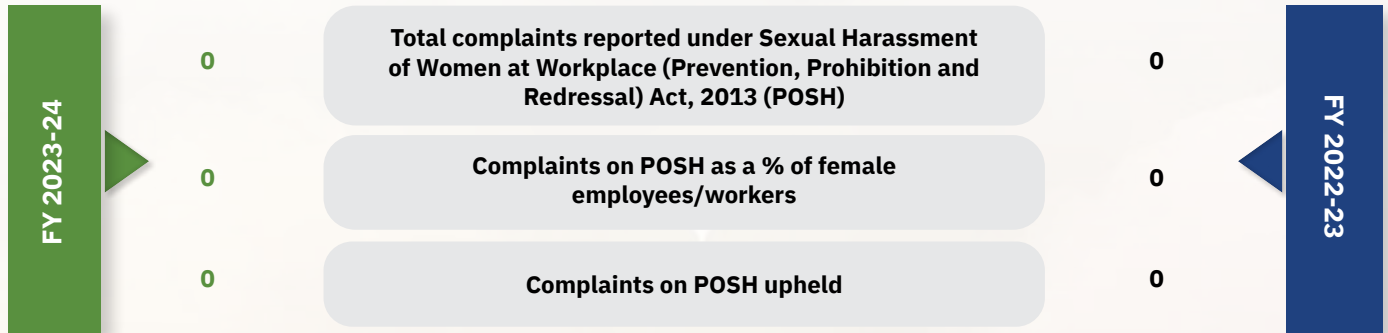
Furthermore, the Company also addresses child labor and sexual harassment with stringent verification processes. To address complaints regarding sexual harassment, an Internal Complaint Committee (ICC) has been established. Furthermore, the Company has appointed a specialised lawyer as an external member of the Internal Committee, with expertise in the Prevention of Sexual Harassment ("POSH").

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	Nil	Nil	N.A.	Nil	Nil	N.A.
Discrimination at workplace	Nil	Nil	N.A.	Nil	Nil	N.A.
Child labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Forced labour/ Involuntary labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Wages	Nil	Nil	N.A.	Nil	Nil	N.A.
Other human rights-related issues	Nil	Nil	N.A.	Nil	Nil	N.A.



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



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

According to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and its corresponding regulations, the Company has framed a comprehensive Prevention of Sexual Harassment policy, that has been framed keeping in mind the safety of the complainant and effectively addressing any complaints or related issues that may arise. Also, an Internal Complaints Committee has been established specifically to handle and resolve cases of sexual harassment.

The Company is committed to providing equal opportunities to individuals irrespective of their race, ethnicity, nationality, gender, language, age, sexual orientation, religion, marital status, socioeconomic status, or special abilities, across all employment levels. To comply wholeheartedly with this commitment, all new employees and workers participate in an awareness programme upon joining the organisation. The programme aims to promote understanding and awareness of discrimination and harassment issues. Furthermore, the policy is disseminated Company-wide for easy reference and accessibility, ensuring widespread understanding and adherence.

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

Yes. Whenever applicable and relevant, the Company incorporates human rights requirements into its business agreements and contracts.

10. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)



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

N.A

Leadership Indicators

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

The Company did not receive any grievances/complaints on human rights violations and hence no process(es) were modified/introduced to address the same.

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

The Company places a strong emphasis on human rights and is dedicated to fostering awareness and promoting human rights among its employees. To achieve this objective, the Company consistently conducts training and awareness programs designed to educate and sensitise its workforce about human rights issues. These initiatives are not only initiated but also continuously monitored to gauge their effectiveness.

Recognising the importance of identifying and mitigating any adverse impact of its operations on human rights, the Company is committed to upholding the highest ethical standards. Regular training programs serve as a mechanism to assess the functionality of its processes, ensuring alignment with human rights principles.

By raising awareness among employees, the Company ensures that they are knowledgeable about their rights and responsibilities, fostering a culture of safety and inclusivity in the workplace. The Company's steadfast commitment to promoting human rights through ongoing training and awareness initiatives underscores its dedication to ethical practices and responsible business conduct.

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

Yes, all the owned premises are accessible to differently abled visitors, as per the Rights of Persons with Disabilities Act, 2016.





PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D) only grid	1,08,358.88	1,06,964.13
Total fuel consumption (E) (PNG, FO, LDO, Petrol, Diesel)	3,08,725.99	2,33,697.98
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	4,17,084.88	3,40,662.11
Total energy consumed (A+B+C+D+E+F)	4,17,084.88	3,40,662.11
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.0000214 GJ/₹ 21.4 KJ/₹	0.0000112 GJ/₹ 11.25 KJ/₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)	0.00048 GJ/₹	0.00025 GJ/₹
Energy intensity in terms of physical output	5.513	4.118
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: For India PPP conversion rate is 22.4 for FY 2024 as per International Monetary Fund. PPP rate source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

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

No.

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

Water withdrawal by source (in kiloliters)

Parameter	FY 2023-24	FY 2022-23
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water (supplied by Maharashtra Industrial Development Corporation MIDC)	1,54,885	1,15,211
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,54,885	1,15,211
Total volume of water consumption (in kilolitres)	1,45,402	1,05,264
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.0075 L/₹	0.0035 L/₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.17 L/₹	0.077 L/₹
Water intensity in terms of physical output	1.922	1.272
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: For India PPP conversion rate is 22.4 for FY 2024 as per International Monetary Fund. PPP rate source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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



4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To groundwater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To seawater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties (CETP and MIDC/BMC sewer)		
No treatment	-	-
With treatment – please specify level of treatment	2,912.83	3,491.25
(v) Others – Land application (Gardening)		
No treatment	-	-
With treatment – please specify level of treatment	6,570.00	6,455.75
Total water discharged (in kilolitres)	9,482.83	9,947.00

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

Note 1: The generated effluent is treated by Primary, Secondary, and Tertiary treatment in the Effluent Treatment Plant (ETP) followed by ATFD to achieve ZLD.

Note 2: Sewage is treated in sewage treatment plant (STP) and treated sewage is used for gardening.

Note 3: Our W-124 facility in Badlapur has been out of operation since January 2024 due to a fire incident that occurred in an adjacent plant. As a result, third party discharge of treated effluent/sewage has decreased compared to last year.

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

Yes, The process effluent quantities are minimum, and whatever effluent gets generated at facility undergo treatment in the Effluent Treatment Plant (ETP). Out of the total of seven manufacturing units, six facilities and one R&D center have already implemented Zero Liquid Discharge (ZLD) and the treated effluent is subsequently recycled as makeup water for cooling towers or other utility needs. The ZLDs consist of primary, secondary and tertiary treatment and followed by the Agitated Thin Film Dryer (ATFD).

The only exception is an old small-scale manufacturing unit located in Badlapur, which currently discharges treated effluent into CETP for further disposal.

Domestic effluents or sewage undergoes treatment in the dedicated Sewage Treatment Plant (STP). The STP consists of primary, secondary and tertiary treatment followed by UV treatment. Treated domestic effluent is utilised for gardening purposes. Bio-sludge generated during the treatment process is utilised as manure. In the case of smaller units, sewage is collected in septic tanks and subsequently directed to soak pits.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	MT/year	8.32	6.46
SOx	MT/year	5.93	6.84
Particulate matter (PM)	MT/year	5.69	14.11
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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



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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	18,423.46	13,732.48
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	21,551.38	23,472.68
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	TCO ₂ eq/₹ Kg CO ₂ eq/₹	0.0000020 0.0020	0.0000012 0.0012
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 eq/₹	0.000046	0.000027
Total Scope 1 and Scope 2 emission intensity in terms of physical output	(Total Scope 1 and Scope 2 emissions (TCO ₂ eq)/ MT of products manufactured)	0.528	0.450
Total Scope 1 and Scope 2 emission intensity (optional) – the entity may select the relevant metric	-	-	-

Note: For India PPP conversion rate is 22.4 for 2024 as per International Monetary Fund.

PPP rate source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

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

All manufacturing units and R&D facilities of the Company use PNG as a fuel which is clean burning fuel and reduces GHG emissions as compared to other fossil fuel.

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



Waste Generated (in metric tonnes)

	FY 2023-24	FY 2022-23
Plastic waste & packaging waste (A)	39.35	36.62
E-waste (B)	0.035	5.05
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E) (Nos.)	0*	0
Radioactive waste (F)	0	0
Other hazardous waste. Please specify, if any. (G) Waste oil, sludge containing oil, ETP sludge, process sludge	1,221.07	1,024.69
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	1,260.46	1,066.36
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000065 MT/₹ 0.000065 Kg/₹	0.00000035 MT/₹ 0.000035 Kg/₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.0000014 MT/₹	0.00000078 MT/₹
Waste intensity in terms of physical (MT of waste generated/MT of product manufactured)	0.017	0.013
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-



Waste Recovered

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

Category of waste		
(i) Recycled 2- Plastic and packaging waste, process waste, E-waste, waste oil	1,225.51	792.67
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,225.51	792.67



Waste Disposed

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

Category of waste		
(i) Incineration	-	-
(ii) Landfilling - ETP Sludge	34.95	273.69
(iii) Other disposal operations	-	-
Total	34.95	273.69

Note: For India PPP conversion rate is 22.4 for 2024 as per International Monetary Fund.

PPP rate source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

Note 1: Plastic waste is pre-consumer packaging waste and waste generated from raw material packaging.

Note 2: Recycled through SPCB authorised recyclers or Treatment, Storage and Disposal Facility (TSDF)

Note 3: Safe disposal through TSDF Facility. The quantity of ETP sludge produced is not changed. In FY 2022-23, there was excess sludge/waste accumulated at one of the sites which was disposed of.

Note 4: Due to the recent revamping in some of our units, we have observed an increase in waste generation.

Note 5:*We have received a certificate from the authorized recyclers confirming the recycling of 103 units of battery waste during the FY 2023-24. The recycling certificate depicts the details in No. of Batteries recycled & it is not in metric tonnage calculations. As a result, the Battery waste recycling details have not been incorporated into the calculation workings.



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

The Company produces environment friendly additives using natural raw materials derived from vegetable oil. As a result, the waste generated during the manufacturing process is non-hazardous. Effective waste management and waste minimisation are key priorities across all of the Company's manufacturing sites. The Company maintains inventories to monitor and reduce waste generation, and the handling of solid and hazardous waste is in compliance with the consent to Operate and Hazardous Waste Authorisation regulations. 97% of the waste generated by the Company is either recycled or reprocessed authorised recyclers or the use of a TSDF (Treatment, Storage, and Disposal Facility). Certificates from recyclers are diligently maintained for e-waste. In case of the plastic packaging waste, it is fully filled in accordance with Extended Producer Responsibility (EPR) guidelines. Additionally, the Company has implemented a buy-back mechanism to handle battery waste. Used batteries are returned to the suppliers, and proper inventories are maintained to ensure effective management of this waste stream. Furthermore, process waste is safely disposed of through Mumbai Waste Management Limited. (MWML).

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

Not Applicable

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

There were no Environmental Impact Assessments (EIAs) conducted in FY 2023-24.

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

Yes, the Company complies with the applicable environmental laws/regulations/guidelines in India.

Leadership Indicators

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

Not Applicable

All FOIL units are situated within Notified Industrial areas (MIDC), which prohibits us from withdrawing groundwater. Additionally, none of our FOIL units are located in water-stressed areas, thus, this question is not applicable to us.

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	44,588	-
Total Scope 3 emissions per rupee of turnover		0.0000023	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Note 1: For the current financial year, we have begun the process of evaluating our Scope 3 footprint. We have currently evaluated the carbon footprint across 5 categories, namely, Business Travel, Employee Commuting, Upstream and Downstream Transportation and Fuel & Energy Consumption (Not covered in Scope 1 and 2). We are using a mixture of the Spend-Based approach and Average Data methodology to create a baseline of our Scope 3 footprint.

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

The manufacturing units are located within notified industrial areas. Therefore, there is no impact of the Company's operations on the biodiversity.

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

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Shift to use clean fuel	Replaced Light Diesel Oil (LDO) to piped natural gas in Patalganga manufacturing unit and R&D unit	Reduction in CO ₂ (GHG Scope 1 emissions) and SO ₂ levels (air emissions)
Energy conservation system	DG Auto Sync System with Load Dependent Start/Stop & Load Sharing Installed occupancy sensors for lights, leading to the reduction in energy consumption Installed APFC Panel with 7% detuned reactors to maintain power factor & amplification of harmonics enabling savings in energy consumption.	Reduction in diesel consumption and electricity consumption thus reducing Scope 1 and 2 emissions
Use of solar energy	Installed solar rooftops at manufacturing units	Reduction in electricity consumption and scope 2 emissions
New tree plantation	185 trees were planted on the premises of manufacturing units	Capturing and storing carbon dioxide, which helps in reducing the overall concentration of greenhouse gases
Automatic foam flooding system	Installed automatic foam flooding system at plant locations to handle emergency fire situations	Increased safety of the personnel
Advanced lightning arrestor system	Installed advance lightening arrestor system	Protection against lightning to building structures, equipment, and human lives, among others

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

The Company undertakes a materiality assessment aimed at evaluating financial, environmental, and social risks and opportunities that could potentially affect its business and its stakeholders. This assessment covers various areas, such as environmental capital, social capital, human capital, business model and innovation, leadership, and governance. The assessment aims to measure the impact of these areas on two dimensions: the business and the stakeholders. To mitigate the materiality risks and impacts while enhancing business opportunities, the Company has implemented operational checks and controls, an institutional setup, and management review. These measures are in place to monitor and control potential risks and impacts. In addition, the Company has developed a risk management plan that provides guidelines for conducting a comprehensive risk assessment aimed at identifying potential disasters and analysing their impact on the business. To ensure preparedness for any such disaster, the Company has put in place a robust emergency response plan, which enable us to forecast and mitigate any disaster with the required action steps.



PRINCIPLE 7

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.

10

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

Name of the trade and industry chambers/associations

The reach of trade and industry chambers/associations (State/National)

Federation of Indian Export Organisations (FIEO)

National

Indo-German Chamber of Commerce

International

Basic Chemicals, Cosmetics & Dyes Export Promotion Council (Chemexcil)

National

Federation of Indian Chambers of Commerce and Industry (FICCI)

National

Oil Technologists Association of India (OTA)

National

Protein Foods & Nutrition Development Association of India

National

Regulatory Representatives and Managers Association

National

Thane Belapur Industries Association

State

Kalyan Ambernath Manufacturers Association

State

Additional Ambernath Manufacturers Association

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
N.A.	N.A.	N.A.

Leadership Indicators

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

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)	Weblink, if available
			Nil	





PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant weblink
Not Applicable					

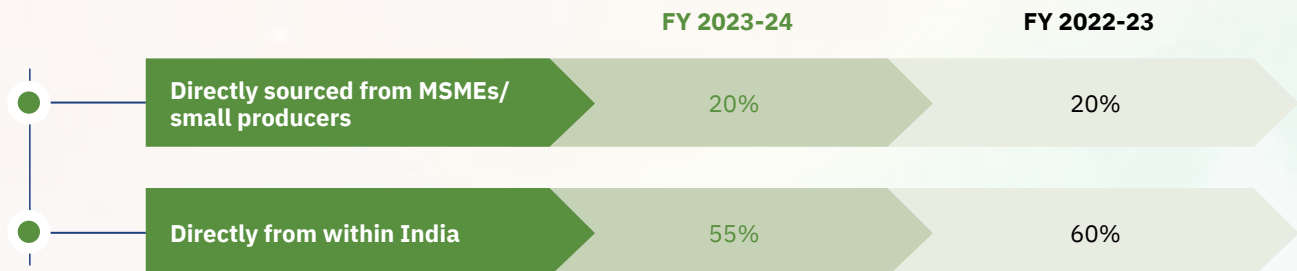
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format

Name of the project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Not Applicable					

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

Since all our manufacturing units are situated within designated industrial zones, this is not applicable to the Company. Additional grievance mechanisms pertinent to the Company are detailed elsewhere in this report.

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



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	N.A.	N.A.
Semi-urban	N.A.	N.A.
Urban	54.04%	57.59%
Metropolitan	45.96%	42.41%

(Place to be categorised as per RBI Classification System - rural/semi-urban/urban/metropolitan)

Note: Number mentioned above are specific to Indian Geography

Leadership Indicators

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



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

The Company interacts with external NGOs for the implementation of its CSR projects. The CSR Committee oversees and monitors the implementation of all projects, so that the beneficiaries get the most out of them. However, the Company did not undertake any such CSR projects in designated aspirational districts identified by Government bodies.

The weblink where the Company’s CSR Projects are disclosed: <https://www.fineorganics.com/sustainability/social/>

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

The Company acknowledges and adheres to both domestic and international standards and guidelines for its procurement practices. Additionally, it closely monitors industry standards and trends to ensure its operations remain in line with these standards. The Company maintains an unbiased approach towards its suppliers in terms of procurement policies, regardless of whether they belong to marginalised or vulnerable groups.

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

The integration of local sourcing is fundamental to the advancement of the Company's supply chain. The Company is deeply committed to sourcing and championing goods and services from local suppliers that align with its social and environmental standards. Through collaborative efforts, the Company progressively supports these suppliers.



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

Supporting the growth of local vendors, the Company's vendor pool comprises medium and small-sized businesses located near its manufacturing facilities. These initiatives are in line with national priorities, such as 'Make in India' and 'Atmanirbhar Bharat'. Domestic sourcing accounts for approximately 65% of the Company's total product procurement by value, while the remaining 35% is sourced through imports.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

Intellectual property based on traditional knowledge	Owned/acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil			

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

Name of authority	Brief of the case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects

S. no.	CSR projects	No. of persons benefitted from CSR projects	Percentage of beneficiaries from vulnerable and marginalised groups
1	Sri Chaitanya Seva Trust-Support to needy individuals undergoing treatment for cancer	120+	100%
2	Chembur Golf Welfare Foundation-Support for Education - Academic Excellence Program for caddies' kids	50+	100%
3	Aastha Foundation-Supporting education initiatives in tribal and rural areas	200+	100%
4	Dharma Bharathi Mission (A Navasruthi International Trust) - Support to vocational training program for youths	75+	100%

S. no.	CSR projects	No. of persons benefitted from CSR projects	Percentage of beneficiaries from vulnerable and marginalised groups
5	Parivaar Education Society-Support for School Development for Underprivileged Children	200+	100%
6	Action Research in Community Health & Development (ARCH)-Village Health Projects	1000+	100%
7	Ghatkopar Brahman Samaj-Support to Rise & Shine Therapy Centre	400+	80%
8	Girija Welfare Association-Support to orphanage and old aged homes	150+	100%
9	Logic Centre and Community Welfare Association Mumbai -Education to Slums Children	250+	100%
10	Masoom Foundation-Education to night school students	40+	100%
11	Vision India Foundation - Fighting cataract backlog in Western Odisha	25	100%
12	Suhit Jeevan Trust-Support for school development	150	85%



PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner.

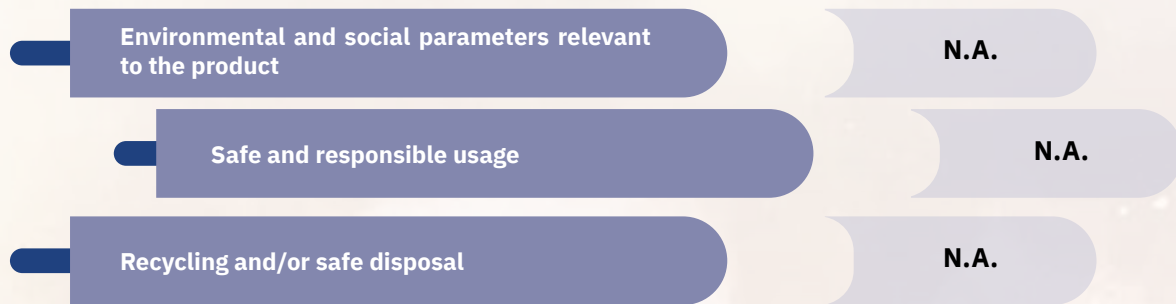
Essential Indicators

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

Regular customer satisfaction surveys are conducted according to ISO quality standards to evaluate consumer satisfaction with products and associated services. The Company professionals strive to offer timely and superior-quality solutions and technical services, meeting customer requirements to the best of their abilities. This dedication underscores the Company's commitment to meeting and exceeding customer expectations consistently.

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

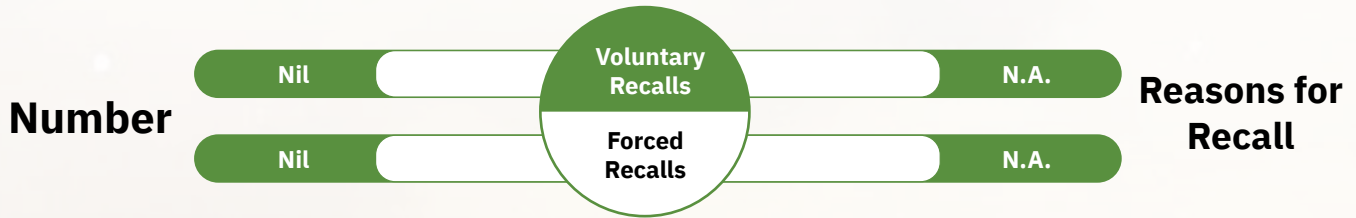
As a percentage of total turnover



3. Number of consumer complaints in respect of the following

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolutions at end of the year		Received during the year	Pending resolutions at end of the year	
Data privacy	Nil	Nil	N.A.	Nil	N.A.	N.A.
Advertising	Nil	Nil	N.A.	Nil	N.A.	N.A.
Cybersecurity	Nil	Nil	N.A.	Nil	N.A.	N.A.
Delivery of essential services	Nil	Nil	N.A.	Nil	N.A.	N.A.
Restrictive trade practices	Nil	Nil	N.A.	Nil	N.A.	N.A.
Unfair trade practices	Nil	Nil	N.A.	Nil	N.A.	N.A.
Other	Nil	Nil	N.A.	Nil	N.A.	N.A.

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



5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a weblink to the policy.

Risk Management plays a fundamental role in the Company's activities. The Board of Directors has established a Risk Management Committee (RMC) tasked with identifying risk factors across various operational areas and formulating policies to address them. Cybersecurity is recognised as a significant risk, and the Company implements appropriate measures to mitigate it, such as by deploying state-of-the-art firewall solutions, network segmentation, user awareness programmes, and various other initiatives.

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.

Since there were no complaints, there was no need for any corrective action.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: Nil

Leadership Indicators

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

Weblink: <https://www.fineorganics.com/category-listing/>

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

For every product sold to customers, the Company furnishes technical data sheets, product regulatory data sheets, safety data sheets, and regulatory data sheets.

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

The Company communicates with its customers through various channels, including emails and phone calls, to keep them informed.

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

Yes, the Company ensures the accuracy and reliability of the information presented on product labels, aligning with industry standards and regulatory directives. Customers have access to technical datasheets (TDS), safety data sheets (SDS), and pertinent regulatory documents (such as PRD and PCD), all in compliance with relevant national and international regulations. If customers have any specific requirements or inquiries, they can easily obtain answers either through the Company's website or by reaching out to the designated sales personnel assigned to assist them. These sales representatives collaborate with regulatory, quality, and other relevant departments to provide comprehensive support and ensure that customer queries are addressed promptly and accurately.