



LAXMI ORGANIC INDUSTRIES LTD

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July 8, 2024

BSE Limited
Corporate Relationship Department,
1st Floor, New Trading Ring,
Rotunda Building, P. J. Towers,
Dalal Street, Fort,
Mumbai – 400 001
Scrip Code: 543277

National Stock Exchange Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (E),
Mumbai – 400 051
Trading Symbol: LXCHEM

Dear Sir / Madam,

Sub: BRSR Report for the financial year 2023-24

Please see enclosed Business Responsibility & Sustainability Report of the Company for the financial year ended March 31, 2024.

We request you to take the above on record.

Thanking you,

For **Laxmi Organic Industries Limited**

Aniket Hirpara

Company Secretary and Compliance Officer

Encl.: A/a

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24200MH1989PLC051736
2	Name of the Listed Entity	Laxmi Organic Industries Limited
3	Year of incorporation	1989
4	Registered office address	Plot No: A-22/2/3 MIDC Mahad, Raigad – 402 309
5	Corporate address	3 rd Floor, Chandermukhi Building, Nariman Point, Mumbai - 400021
6	E-mail	investors@laxmi.com
7	Telephone	+91 22 49104444
8	Website	www.laxmi.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Refer note 5 under Audited Standalone Financial Statements
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Aniket Hirpara (+91 9167315177, Aniket.Hirpara@laxmi.com)
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Chemical Manufacturing	Specialty chemical manufacturing focused on two key segments: Acetyl Intermediates and Speciality Intermediates derivative products	100%

17 Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Sales of Acetyl Intermediate products within Chemical Manufacturing	2029	70.17%
2	Sales of Specialty Intermediate products within Chemical Manufacturing	2029	29.83%

III Operations

18 No. of locations where plants and/or operations/ offices of the entity are situated:

Location	No. of plants	No. of offices	Total
National	8	6	14
International	NIL	3	3



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19 Markets served by the entity

a No. of Locations

	Location	Number
	National (No. of States)	23
	International (No. of States)	52
b	What is the contribution of exports as a percentage of the total turnover of the entity?	30%
c	A brief on types of customers	<p>Our Company specialises in producing a wide range of specialty intermediates catering to diverse industrial sectors. These intermediates play a crucial role in the production of high-value chain molecules for pharmaceuticals and bulk drugs. They are also instrumental in the manufacturing of pigments used in paints and inks, along with various intermediates utilised in the agrochemical value chain.</p> <p>Additionally, our acquisition in the fluorochemicals sector has expanded our portfolio to serving the pharmaceutical and agrochemical industries.</p> <p>We also produce green solvents that offer a safer alternative to conventional carcinogenic solvents, particularly in the production of paints, coatings, and adhesives.</p> <p>The Company operates through a well-established network of offices, ensuring seamless connectivity with customers both domestically and internationally. Our strategically located branch offices facilitate easy access for customers, while our international presence includes offices in key regions such as the Middle East, Europe, and China. To guarantee prompt service, we maintain tankages at major European ports like Rotterdam. As a result, we serve a global clientele spanning across North America, South America, Asia, Europe, and Africa.</p>

IV Employees**20 Details as at the end of Financial Year:**

a Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
	Permanent (A)	773	700	91%	73	9%
	Other than Permanent (B)	263	221	84%	42	15%
	Total employees (A + B)	1036	921	88%	115	11%
Workers						
	Permanent (C)	181	179	99%	2	1%
	Other than Permanent (D)	453	445	98%	8	1%
	Total workers (C + D)	634	624	98%	10	1%

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b Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently-abled Employees						
	Permanent (E)	2	2	100%	0	0%
	Other than Permanent (F)	0	0	0%	0	0%
	Total employees (E + F)	2	2	100%	0	0%
Differently-abled Workers						
	Permanent (G)	0	0	0%	0	0%
	Other than Permanent (H)	1	1	100%	0	0%
	Total employees (G + H)	1	1	100%	0	0%

Note: Other than permanent category of employees includes contract employees while other than permanent category of workers includes contract workers.

21 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11%
Key Management Personnel	4	1	25%

Note: Key Management Personnel include the Chairman, CEO, CFO, and CS.

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

Category	2023-24 (Turnover rate in current FY)			2022-23 (Turnover rate in previous FY)			2021-22 (Turnover rate in year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.27%	1.11%	15.35%	18.89%	1.00%	19.89%	18.92%	0.97%	19.9%
Permanent Workers	0.56%	0%	0.56%						

V Holding, Subsidiary and Associate Companies (including joint ventures)**23 Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Laxmi Organic Industries (Europe) BV, Netherlands (LOBV)	Wholly owned Subsidiary Company	100	No
2	Cellbion Lifesciences Private Limited, India (CLPL)	Wholly owned Subsidiary Company	100	No
3	Viva Lifesciences Private Limited, India (VLPL)	Wholly owned Subsidiary Company	100	No
4	Laxmi Speciality Chemicals (Shanghai) Co. Limited, China (LSCSCL)	Wholly owned Subsidiary Company	100	No
5	Yellowstone Fine Chemicals Private Limited (YFCPL)	Wholly owned Subsidiary Company	100	No
6	Yellowstone Speciality Chemicals Private Limited, India (YSCPL)*	Wholly owned Subsidiary Company	100	No
7	Laxmi USA LLC, USA (USLLC)	Wholly owned Subsidiary Company	100	No



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S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
8	Laxmi Italy s.r.l.	Step Down Subsidiary	100	No
9	SaiDeep Traders	Step Down Partnership Firm	95	No
10	Cleanwin Energy One LLP, India (CEOLLP)	Associate	26	No
11	Radiance MH Sunrise Seven Private Limited, India (RMSPL)	Associate	26	No

* The Company has filed an application for striking off the name of these entities before the Registrar of Companies, Maharashtra on April 13, 2023.

VI CSR Details

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a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
b	Turnover (in ₹)	₹ 28,244.77 Mn
c	Net worth (in ₹)	₹ 18,360.02 Mn

VII Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	0	0	0	0
Investors (other than shareholders)	Yes	0	1	0	0	0	0
Shareholders	Yes	0	0	0	5	0	0
Employees & Workers	Yes	0	0	0	0	0	0
Customers	Yes	13	0	All CAPA are approved by Customers	15	4	1 - CAPA completed 1 - Customer Approval 1 - Under observation
Value Chain Partners	Yes	0	0	0	0	0	0

The Company has established mechanisms and procedures to redress grievances. We have a 'Speak Up' policy and a Whistleblower Policy for reporting any complaints and issues. The policies are available to all our stakeholders on <https://www.laxmi.com/investors/policies>. The grievance committee acts as a focal point to address the problems on a timely basis and take specific actions based on the severity of issue.

Business Responsibility and Sustainability Report(Contd.)

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental: Water Quality & Wastewater management	R	<p>The production process involves the use of water and the generation of industrial-grade effluent. Water plays a crucial role as an input in the production process, and ensuring the long-term sustainability of water sources is a critical risk area that requires continuous monitoring and management.</p> <p>The effluent generated during the process has the potential to pollute nearby land and water bodies if proper treatment measures are not in place. The constituents of the effluent can make water bodies unsuitable for human or animal consumption, highlighting the importance of implementing appropriate treatment measures.</p>	<p>Water and wastewater risk is addressed through two distinct yet complementary approaches. Our manufacturing plants are situated in regions with rainfall-dependent water sources, minimising immediate threats to source water quantity and quality. Nevertheless, we are proactively implementing measures to ensure responsible water usage within our processes and to reduce wastage.</p> <p>Our effluent treatment plant is equipped with unit operations specifically designed to treat effluent to meet safe discharge standards. Regular monitoring of effluent quality is conducted, and we also operate zero liquid discharge (ZLD) plants to further limit effluent discharge, enhancing our overall environmental stewardship.</p>	<p>Negative: The Company has long-term water supply contracts with MIDC, which mitigates risks related to raw water availability or quality. However, stricter effluent discharge standards set by the State Pollution Control Board could result in increased capital and operating costs for effluent treatment.</p>
2	Environmental: Hazardous Materials Management	R	<p>Specialty chemicals manufacturing encompasses the handling of hazardous materials throughout various stages, including raw materials transport, storage, production processes, and finished goods storage and transportation. This poses risks to employees and workers, such as exposure to spills, fumes, and other hazards, which have the potential to cause serious harm to both health and property.</p>	<p>The Company has implemented an organisation-wide Integrated Policy on Environment Health Safety and Quality Management System in accordance with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 Standards. This includes measures aimed at preventing occupational injuries and illnesses for employees and contractors, achieved through the deployment of various hazard identification, risk assessment, and risk control mechanisms as per the aforementioned standards.</p>	<p>Negative: The financial implications of the risk primarily revolve around mitigation activities, including but not limited to training programs, conducting drills, adopting emergency measures, and ensuring preparedness for potential incidents. These proactive measures are essential for minimising the impact of risks on operations and ensuring the safety and well-being of employees, contractors, and the surrounding environment.</p>



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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Environmental: Air Quality	R	The production of specialty chemicals carries the risk of releasing harmful gases into the atmosphere, which could pose a threat to human and animal lives in nearby areas. Additionally, these emissions may have long-term health-related impacts on individuals exposed to them over time.	1. Our processes and Standard Operating Procedures (SOPs) are established with careful consideration of industry and legal standards to incorporate effective air pollution control mechanisms. 2. Regular trainings and internal audits are conducted to maintain stringent checks on air quality, ensuring compliance with established standards and continuous improvement in our environmental performance.	Negative: The financial implications primarily involve investing in mitigation measures such as pollution control equipment and robust safety and control systems. These measures are essential to minimise the risk of incidents like the leakage of hazardous gases, which could result in financial exposure due to adverse impacts on the surrounding community.
4	Environmental: Waste Management	R/O	The management of hazardous waste poses risks to land, water bodies, and ecosystems if disposal guidelines are not strictly followed by waste management contractors. However, embracing waste recycling presents a potential opportunity for the Company to adopt circular economy principles, leading to minimal waste generation and contributing positively to environmental sustainability.	Hazardous waste generated by the Company is handled and disposed of by approved contractors authorised by the State Pollution Control Board, ensuring compliance with regulatory guidelines and environmental standards.	Negative/Positive: Hazardous waste management poses financial implications like compliance and liability costs for the Company. However, recycling and waste reduction efforts offer cost savings and revenue opportunities. These actions also boost efficiency and reputation, potentially leading to further savings and business growth.
5	Environmental: GHG Emissions	R	Chemical manufacturing, a notably emission-intensive activity, is closely scrutinised by major customers, investors, and governments. The Company's customers may demand GHG reduction commitments, while ESG-focused investors may prioritise companies meeting emission targets. India's climate commitments may require emission reduction efforts, and the government is creating a carbon trading market. Neglecting GHG emissions could result in opportunity loss with customers, investor disinterest, and higher regulatory costs.	GHG emissions can be mitigated by implementing strategies such as conducting energy audits to identify areas for energy reduction, increasing the sourcing of renewable energy, and purchasing offsets. As of the current financial year, 15% of our total energy consumption was sourced from renewable sources.	Negative: Financial implications may arise in the form of increased capital expenditure for procuring more renewable energy.

Business Responsibility and Sustainability Report(Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Environmental: Energy Management	O	Our manufacturing process consumes a significant amount of energy, and savings in energy not only contribute to our bottom line but also help us achieve our emissions reduction goals.	-	Positive: Energy efficiency measures identified through energy audits can have a positive impact on our financial performance.
7	Social: Occupational Health and Safety	R	The manufacturing of specialty chemicals presents numerous risks to workers and employees, including material management challenges, spills, fumes, fire hazards, and long-term exposure risks. These hazards can lead to health impairments, severe injuries, or fatalities. Furthermore, health and safety risks extend to the supply chain during the production of raw materials and the transportation of both raw materials and finished products.	The Company has implemented several measures to mitigate occupational health and safety risks, including: 1. Adoption of an organisation-wide Integrated Policy on Environment Health Safety and Quality Management System, in alignment with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 Standards. 2. Implementation of strict health and safety protocols and Standard Operating Procedures (SOPs) governing the storage, use, transportation, and waste treatment of hazardous substances. 3. Conducting regular trainings and internal audits to ensure compliance with all SOPs related to Operational Health and Safety.	Negative: The financial implications of the risk primarily revolve around mitigation activities, including training, drills, adoption of emergency measures, and preparedness for incidents. Implementing appropriate safeguards such as insurance also plays a crucial role in mitigating the potential loss of production and associated financial impacts.
8	Social: Human Rights	R/O	Human rights present both risks and opportunities for the Company. As a compliant organisation with a dedicated human rights policy alongside other policies affecting human resources, the Company has the opportunity to foster a nurturing environment that respects the rights of its employees. However, human rights risks primarily arise in the upstream supply chain, particularly with vendors, where there is a need to enhance awareness and monitoring of human rights issues.	The Company's strategy to mitigate human rights risks within the organisation and across its supply chain includes conducting awareness trainings on human rights, establishing channels for employees to report human rights issues, and conducting regular third-party assessments to ensure the effective implementation of policies.	Negative/Positive: Financial risks related to human rights could manifest in the form of legal settlements for grievances and expenses incurred for third-party support in areas such as trainings, monitoring, and assessments.



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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Social: Product Responsibility	O	Two key product segments for the Company include the life sciences and crop sciences industries. In the life sciences sector, our products serve as key constituents in pharmaceutical products such as anticoagulants, anti-inflammatory drugs, antimalarials, antiretrovirals, etc. In the crop sciences industry, we produce chemicals used in synthesising fertilisers and seed treatment chemicals. Given the human consumption or potential human contact with our customers' end products, product responsibility is of utmost importance in these segments.	Risk mitigation mechanisms are firmly in place as we consistently meet the stringent quality standards of our customers. By supplying products that require higher safety and quality standards, the Company can potentially expand into new customer segments.	Positive: Quality-related issues can have significant financial implications, potentially leading to lost sales. Transitioning to higher thresholds of product safety and quality would require substantial investment in research and development before realising incremental revenue from these improvements.
10	Governance: Business Ethics	R	Business ethics, encompassing corporate governance, employee conduct, labor relations, customer relationships, and supply chain practices, can expose organisations to various risks including legal, reputational, financial, and market-related risks. As Environmental, Social, and Governance (ESG) themes gain prominence, governance-related issues are facing heightened scrutiny from potential investors and major customers. This necessitates the implementation of robust systems and processes to effectively manage business ethics-related challenges.	Business ethics risks are mitigated through several measures, including the establishment of a Code of Conduct for the Board of Directors, Independent Directors, Senior Management, and Employees. Additionally, policies addressing Anti-Corruption, Anti-Bribery, and Anti-Money Laundering are in place, along with a Whistleblower policy. These policies are reinforced through awareness trainings and grievance redressal systems to ensure effective implementation across the organisation.	Negative: Financial implications related to business ethics issues could include the loss of customers or market share, financial losses due to legal exposure, and other adverse impacts resulting from unethical business practices.

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Governance: Management of Legal & Regulatory Environment	R	The manufacturing of specialty chemicals requires approvals and periodic regulatory filings covering various aspects such as product specifications, safety standards, pollution control measures, compliance with labor laws, and adherence to factory codes. Additionally, there is an increasing demand for ESG related disclosures, starting with the BRSR framework in India. Furthermore, customers in Europe and the USA are expected to impose supply chain disclosure requirements as mandated by forthcoming legislation in these regions.	The organisation manages regulatory compliances and filings through internal systems, risk registers, and process controls. Additionally, preparations are underway to enhance ESG disclosures to ensure transparency to all stakeholders.	Negative: Failure to resolve legal and regulatory matters could result in potential fines and penalties imposed by statutory authorities in accordance with prescribed regulations.
12	Governance: Climate Risk & Opportunities	R/O	The chemical industry is viewed as a major contributor to climate change but also as a crucial facilitator of climate change mitigation through advancements in products and processes. With India committing to global climate goals and aiming for Net Zero emissions by 2070, companies in the Indian chemical sector are expected to take a leading role in reducing GHG emissions, minimising effluent and waste footprints, and promoting circular economy practices in their operations.	Climate change risks and opportunities will be addressed through the following strategies: 1. Enhancing process efficiency, adopting sustainable procurement practices, and investing in research and development for developing products and processes that reduce emissions and minimise waste footprints. 2. Establishing Environmental, Social, and Governance (ESG) targets and implementing a robust governance structure to drive sustainability-related initiatives effectively.	Negative/Positive: Financial implications for climate-related risks and opportunities include investments in new product development, renewable energy, energy efficiency, and sustainable procurement practices.



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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Voluntary Guidelines on Social, Environmental, and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs encompass nine areas of Business Responsibility. These include the following principles:

- P1:** Business should conduct and govern themselves with Ethics, Transparency and Accountability.
- P2:** Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
- P3:** Businesses should promote the wellbeing of all employees.
- P4:** Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.
- P5:** Businesses should respect and promote human rights.
- P6:** Business should respect, protect, and make efforts to restore the environment.
- P7:** Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.
- P8:** Businesses should support inclusive growth and equitable development.
- P9:** Businesses should engage with and provide value to their customers and consumers in a responsible manner.

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	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Web Link of the Policies, if available	Internal company policies are accessible on the Company's intranet portal or displayed outside the manufacturing units, while other policies are available on the Company's official website: https://www.laxmi.com/investors/policies								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	Yes	Yes	Yes	Yes	No	No	No	No
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. #	(1)	(2, 3, 4, 5, 6, 7, 8)	(2, 3, 4)	(1)	(2, 4)	(2, 4)	-	(1, 9)	(2, 4, 6)
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Initiatives on the ESG front have been an important part of the Company's performance and culture. A formal approach on ESG reporting has been taken up from 2022-23 and is a part of the sustainability report which is available on company website for public review. Specific ESG targets for certain material issues are under review.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N/A								

#GRI Standard (1), ISO 45001:2018 (2), ISO 9001:2015 (3), ISO 14001: 2015 (4), USDA Certified Bio based Product Label (5), Responsible Care (6), Star K Kosher Certification (7), Halal India Certification (8), CSR disclosures pursuant to Section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014 (9)

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Governance, leadership and oversight

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company strives to be a responsible corporate entity, actively contributing to positive societal impacts through its operations. As a prominent player in the international chemical industry, we understand our role in driving economic growth while acknowledging the imperative for immediate action on climate change, pollution control, resource conservation, and social responsibility.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Risk Management & ESG Governance Committee constituted by the Board is the the highest authority responsible for the implementation and oversight of the Business Responsibility Policy(ies). The Risk Management & ESG Governance Committee presently consists of the following:								
		Name			Designation			Category		
		Dr. Rajeev Vaidya			Independent Director			Chairperson		
		Dr. Rajan Venkatesh			Managing Director & CEO			Member		
		Mr. Harshvardhan Goenka			Executive Director (Business Development & Strategy)			Member		
		Dr. Rajiv Banavali			Independent Director			Member		
		This committee is tasked with adopting the ESG policy and overseeing its implementation in alignment with the ESG Roadmap.								
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.	The ESG Policy has received approval from the Board. The Risk Management and ESG Governance Committee of the Board has been authorised to review and approve the Company's ESG Roadmap and oversee its implementation across the organisation.								

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	In the fiscal year 2022-2023, an ESG governance structure was formalised. As per this structure, the Risk Management & ESG Governance Committee of the Board serves as the highest governing body for ESG matters. Additionally, a Steering Committee was established with equal representation from various functions to drive the implementation of ESG initiatives. The Steering Committee provides market updates and reports on ESG implementation to the Risk Management & ESG Governance Committee of the Board.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	All statutorily mandated policies have been documented and successfully implemented, ensuring compliance throughout the year with no instances of non-compliance.																	



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		P1	P2	P3	P4	P5	P6	P7	P8	P9
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, Envint Services LLP								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated, as below:									
	Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	NA								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA								
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA								
	It is planned to be done in the next financial year (Yes/No)	Yes								
	Any other reason (please specify)	NA								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

P1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	3	Building Global Enterprise, 2 Senior Leadership Team (SLT) offsites	30%
Key Managerial Personnel	3	Building Global Enterprise, 2 Senior Leadership Team (SLT) offsites	75%
Employees other than BoD and KMPs	280	Smart Thinkers, Delegation & Motivation, Championing Collaboration, Team Building, POSH Committee, Executive Presence & Human Rights workshop etc.	95%
Workers	13	Incoming & Outgoing Material Inspection, Predictive Maintenance, JR Micro Scrubber System, Laxmi Life Saving Rules, Team Building, Human Rights workshop, End Year review, Global Chemical Industry Overview, Goal Setting, POSH, Speak Up Policy, We are Laxmi, POSH awareness workshop etc.	26%

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

Monetary					
Category	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			Nil		
Settlement			Nil		
Compounding fee			Nil		

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

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

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

- 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.
- In the fiscal year 2022-23, the Board of Directors developed and adopted an anti-corruption, anti-bribery, and anti-money laundering policy. This policy, which applies to all individuals at all levels and grades, whether permanent or temporary, is designed to comply with relevant Indian regulations, including the Prevention of Corruption Act 1988 (amended in 2018), the Prevention of Money Laundering Act 2002, and the Companies Act 2013. The policy is available on the Company's website at <https://www.laxmi.com/investors/policies>.
- This policy underscores the Company's commitment to conducting business fairly and ethically, adopting a zero-tolerance approach to corruption, bribery, and money laundering. It mandates that stakeholders adhere to legal requirements and prohibits improper payments, gifts, inducements, money laundering, and any form of fraud. The policy also bans facilitation payments or kickbacks and their facilitation. It identifies "red flags" and provides guidelines for maintaining records of payments made and received by the Company.
- Additionally, the policy sets up a framework for both internal and external reporting of incidents related to corruption, bribery, or money laundering and details procedures for effective implementation.

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

Category	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Directors	Nil	Nil	NA	NA	NA
KMPs	Nil	Nil	NA	NA	NA
Employees	Nil	Nil	NA	NA	NA
Workers	Nil	Nil	NA	NA	NA



Business Responsibility and Sustainability Report(Contd.)

6 Details of complaints with regard to conflict of interest

Category	2023-24 (Current Financial Year)		2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	Nil	Nil
7 Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	There is no adverse action taken by any authority till date.			

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Number of days of accounts payables*	114	71

* Accounts payable includes creditors for purchase of goods & services, so accounts payable days are arrived considering Cost of goods/services procured, power & fuel & other expenses

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	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.78%	3.16%
	b. Number of trading houses where purchases are made from	7	6
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.78%	3.16%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.4%	2.9%
	b. Sales (Sales to related parties / Total Sales)	3.6%	11.6%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	72.25%	93.04%

Business Responsibility and Sustainability Report(Contd.)

LEADERSHIP INDICATORS

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

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

The Company has communicated the various NGRBC principles to its key value chain partners via email. However, a well-planned procedure is being developed for implementation in the upcoming financial year.

- 2 Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.
- Yes. The Company has adopted a Code of Conduct specifically tailored for Board and Senior Management Personnel. This policy outlines the ethical standards and professional conduct expected from directors and senior executives of the organisation. It serves as a comprehensive guide, detailing principles related to integrity, transparency, accountability, and compliance with applicable laws and regulations. Directors and senior management personnel are obligated to adhere to the provisions outlined in this Code of Conduct at all times. The policy is readily accessible to stakeholders and interested parties through the Company's official website at <https://www.laxmi.com/investors/policies>.
- This Code of Conduct Policy underscores the Company's commitment to upholding the highest standards of corporate governance and ethical behaviour. It reinforces the importance of integrity and ethical decision-making in all business dealings, fostering a culture of trust, respect, and accountability within the organisation. By publicly disclosing and making accessible such policies, the Company demonstrates transparency and accountability to its stakeholders, thereby enhancing trust and confidence in its operations.

P2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

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

Category	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	1%	2%	The Company has proactively addressed environmental and social impacts through targeted initiatives and investments. Efforts have been focused on water and energy management, waste reduction, controlling GHG emissions and maintaining air quality, ensuring operational health and safety standards, and upholding human rights across operations.
CapEx	11%	28%	

- 2 Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- The policy encompasses key areas such as business integrity, employee health and safety, responsible manufacturing practices, environmental protection, and resource conservation.
- If yes, what percentage of inputs were sourced sustainably?
- The percentage of inputs sourced sustainably has not been determined yet.
- 3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:
- | | |
|--------------------------------|--|
| Plastics (including packaging) | The disposal pathways prescribed by the Maharashtra Pollution Control Board (MPCB) consent norms are adopted and followed accordingly. This includes the disposal of packaging wastes, e-wastes, etc., as per the consent norms. Additionally, a sludge hydrolysis process has been established to reclaim products from in-process streams. |
| E-waste | |
| Hazardous waste | |
| Other waste | |



Business Responsibility and Sustainability Report(Contd.)

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 Extended Producer Responsibility (EPR) framework is applicable, and we are in compliance with the waste collection plan requirements.
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LEADERSHIP INDICATORS

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

S. No.	NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
1.	2029	Speciality Chemicals	-	This study for a specific set of chemicals encompassed the entire product lifecycle from the extraction and procurement of raw materials, their transportation to the production site, manufacturing of the product and its packaging, and other secondary impacts across the entire value chain, from 'cradle to gate.'	Yes	These reports will be disseminated to external stakeholders through email communications.

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

Name of Product / Service	Description of the risk / concern	Action Taken
	NA	

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

Indicate input material	Recycled or re-used input material to total material	
	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
	NA	

P3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	700	700	100%	700	100%	-	-	700	100%	-	-
Female	73	73	100%	73	100%	73	100%	-	-	-	-
Total	773	773	100%	773	100%	-	-	-	-	-	-
Other than Permanent Employees											
Male	221	221	100%	221	100%	-	-	221	100%	-	-
Female	42	42	100%	42	100%	42	100%	-	-	-	-
Total	263	263	100%	263	100%	-	-	-	-	-	-

Business Responsibility and Sustainability Report(Contd.)

1b Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (F)	% (F / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	179	179	100%	179	100%	-	-	179	100%	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
Total	181	181	100%	181	100%	-	-	-	-	-	-
Other than Permanent Workers											
Male	445	445	100%	445	0%	-	-	445	100%	-	-
Female	8	8	100%	8	0%	8	100%	-	-	-	-
Total	453	453	100%	453	0%	-	-	-	-	-	-

Note: Day care facilities are available to all employees/workers but have not been availed till date .

1c Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	4.97%	4.07%

2 Details of retirement benefits, for Current and Previous FY

Benefits	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others - please specify	-	-	-	-	-	-

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.

The earlier built premises do not comply with the accessibility requirements outlined in the Rights of Persons with Disabilities Act, 2016. However, new buildings and new factory premises being constructed are planned to be in conformance with the Rights of Persons with Disabilities Act, 2016.

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.

Our Human Rights Policy encompasses these principles and includes commitments to fair treatment and non-discrimination. It is designed to eliminate discrimination based on gender, age, social origin, beliefs, disabilities, or religion, and to promote equal employment opportunities.



Business Responsibility and Sustainability Report(Contd.)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	-	100%	-
Female	100%	-	-	-
Total	100%	-	100%	-

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. As a Company, we've formally adopted the Speak Up Policy, providing employees a confidential platform to report grievances such as fraud, abuse, misconduct, or malpractice. It emphasises zero tolerance for unfair practices, discrimination, harassment, and victimisation. The policy outlines the Speak Up Committee's composition, reporting channels, procedure for protected disclosures, and investigation scope. It empowers employees to uphold our values and ensures a transparent, accountable, and trusting work culture.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	700	27	4%	645	31	5%
Female	73	4	5%	42	3	7%
Total Permanent Workers						
Male	179	137	77%	185	123	66%
Female	2	2	100%	2	2	100%

8 Details of training given to employees and workers:

Category	2023-24 (Current Financial Year)					2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	700	395	56%	635	91%	645	-	-	528	82%
Female	73	39	53%	61	84%	42	-	-	38	90%
Total	773	434	56%	696	90%	687	-	-	566	82%
Workers										
Male	179	38	21%	17	9%	185	-	-	73	39%
Female	2	0	0%	0	0%	2	-	-	2	100%
Total	181	38	38%	17	9%	187	-	-	75	40%

Business Responsibility and Sustainability Report(Contd.)

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

Category	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Total Permanent Employees						
Male	700	550	79%	645	572	89%
Female	73	41	56%	42	37	88%
Total	773	591	76%	687	609	89%
Total Permanent Workers						
Male	179	0	0%	185	4	2%
Female	2	0	0%	2	0	0%
Total	181	0	0%	187	4	2%

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?	<p>The Occupational Health and Safety (OHS) system is implemented across the major production facilities of the Company, including three major manufacturing units, covering 99% of the turnover. The Company is certified for ISO 45001:2018 by TUV-SUD, ensuring compliance with international standards for occupational health and safety.</p> <p>The system includes communication of safety-related information to customers and prioritizes safety in the supply chain through a rigorous vendor selection process and continual evaluation. Drivers involved in transportation also undergo periodic training sessions on transportation and product safety as part of the system.</p>
b	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Our risk management strategy employs a range of qualitative, quantitative, and specialized tools. Qualitative methods include HIRA registers, What-if Analysis, Job Safety Analysis (JSA), and HAZOP Studies. Quantitative tools consist of Quantitative Risk Assessment (QRA) and Chemical Reactivity Assessment. Specialized tools include Hazardous Area Classification, EHS inspections, fire safety measures, third-party EHS audits, and a Disaster Management Plan. These approaches collectively enhance our ability to identify, assess, and mitigate risks effectively.
c	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>The Company has well-established procedures for reporting, investigating, and analysing EHS incidents and injuries. These procedures include protocols for incident reporting, investigation team charters, investigation methodologies, and analysis of incidents, including near-misses.</p> <p>Hazard control programs involve active participation from workers and contractors, with individual roles explained in the local language to enhance understanding and ensure protection from work-related risks. Instructions for workers, including safety signboards, are prominently displayed, and evacuation plans with clear access and safe assembly points are in place for prompt response to work-related risks.</p>
d	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Employees and workers of the entity have access to non-occupational medical and healthcare services. This includes health counselling conducted after periodic medical examinations.



Business Responsibility and Sustainability Report(Contd.)

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

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

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

Significant risks and concerns are systematically identified through a combination of internal and external mechanisms. Subsequently, corrective and preventive action plans are meticulously implemented, adhering to the hierarchy of risk controls. These action plans encompass several key measures. Firstly, safety-instrumented systems are provided alongside enhancements in engineering and design controls to fortify safety measures.

Operational control procedures undergo regular review and revision to align with evolving safety standards. Continuous improvement in EHS competence is ensured through ongoing training and retraining initiatives.

The Company also emphasises the provision and upkeep of critical systems such as fire protection, personal protective equipment, occupational health surveillance, industrial hygiene practices, and process safety management systems.

Furthermore, enhancements in monitoring and measurement mechanisms are prioritised to effectively track safety performance. Internal and external inspections and audits are conducted to maintain compliance and identify areas for further enhancement, reflecting the Company's commitment to robust risk management and safety practices.

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

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

Business Responsibility and Sustainability Report(Contd.)

14 Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	100%
Working Conditions	100%
15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	<p>We conducted a thorough root cause analysis to identify the underlying issues. Based on this analysis, we implemented a corrective and preventive action plan to address these issues.</p> <p>The plan includes specific actions to rectify the identified problems and measures to prevent their recurrence, ensuring long-term effectiveness and continuous improvement.</p>

LEADERSHIP INDICATORS

1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	The Company has secured a Group Term Life Insurance Policy covering all employees across its entities.			
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 cross-checks the deposit of statutory dues and filing of returns by value chain partners through bills, challans, and data available on government portals. Additionally, a third-party software tool is utilised to ensure compliance with requirements. In case of any deficiency or mismatch, the respective team addresses the issue with the value chain partners for review and correction.			
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:				
	Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
	Employees	Not applicable, as no such rehabilitation was conducted.			
	Workers				
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) No				



Business Responsibility and Sustainability Report(Contd.)

P4 BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

1	Describe the processes for identifying key stakeholder groups of the entity.	The Company is dedicated to sustainable growth and acknowledges the potential risks that are posed to its operations. To navigate these challenges effectively, we value input from a diverse range of stakeholders. In our endeavor to identify material topics for sustainability, we engaged with key stakeholder groups including employees, the leadership team, investors, vendors, and the community. The selection of stakeholders was informed by internal discussions, insights gleaned from global and Indian peers regarding their practices, and guidance from external consultants.
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2 List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

S. No.	Stakeholder Group	Whether identified as 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
1	Employee	No	Emails	At least once in 3 years	The Company prioritises gaining an in-depth understanding of the risks and opportunities arising from its activities. To achieve this, key stakeholders, both internal and external, were identified, and stakeholder consultations were conducted. Through these consultations, stakeholder opinions were gathered, leading to the identification of the most crucial 12 material topics. To maintain the relevance of these topics, similar consultations are planned to be conducted every three years.
2	Supplier	No	Emails		
3	Customer/Client	No	Emails		
4	Investors (Other than shareholders)	No	Emails		
5	Other : Community	No	In-person meetings		

Business Responsibility and Sustainability Report(Contd.)

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.	Following the identification of stakeholder groups, surveys such as employee and community surveys were conducted to engage in discussions regarding key areas of concern. The material topics chosen within the scope of this engagement were assessed through materiality surveys conducted in FY 2023, and the resulting analysis was communicated to stakeholders.
2	Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity	Through our materiality surveys conducted in FY 2023, we actively engaged with stakeholders to identify key issues and areas of concern. This process allowed us to prioritise material topics that are most relevant for the Company and its stakeholders.

P5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

Category	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	773	773	100%	-	-	-
Other than permanent	131	131	100%	-	-	-
Total	904	904	100%	-	-	-
Workers						
Permanent	181	181	100%	-	-	-
Other than permanent	553	553	100%	-	-	-
Total	734	734	100%	-	-	-

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

Category	2023-24 (Current Financial Year)					2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	700	0	0%	700	100%	645	0	0%	645	100%
Female	73	0	0%	73	100%	42	0	0%	42	100%
Other than permanent										
Male	221	0	0%	221	100%	56	0	0%	56	100%
Female	42	0	0%	42	100%	11	0	0%	11	100%



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Category	2023-24 (Current Financial Year)				2022-23 (Previous Financial Year)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Workers										
Permanent										
Male	179	0	0%	179	100%	185	0	0%	185	100%
Female	2	0	0%	2	100%	2	0	0%	2	100%
Other than permanent										
Male	445	445	100%	0	0%	535	367	69%	168	31%
Female	8	8	100%	0	0%	0	0	0%	0	0%

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD)	3	5,84,53,541	0	0
Key Managerial Personnel	3	5,84,53,541	1	2,58,64,819
Employees other than BoD and KMP	696	6,06,057	72	5,13,361
Workers	179	4,84,104	2	3,34,409

Note: Our other Board members are paid commission and not remuneration; hence not included here.

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	7.65%	6.13%

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)	The 'Grievance Committee' serves as the focal point for addressing all human rights impacts and issues resulting from or contributed to by the business.
5 Describe the internal mechanisms in place to redress grievances related to human rights issues.	<p>The Human Rights policy serves as a structured framework for employees to report any instances of abuse, misconduct, or potential misconduct within the workplace, including through the "Speak Up" mechanism.</p> <p>Upon receipt of any concern via email, letters, website, hotline, etc., the Speak Up Committee promptly registers it, initiating a fair inquiry or investigation process. An investigation officer is appointed to conduct a thorough inquiry, with a report due within 45 days from the date of appointment. Importantly, individuals who come forward are safeguarded from adverse actions, and their identities remain confidential.</p> <p>Furthermore, should a worker organisation be established or collective bargaining occur, the Company commits to engaging with workers and their representatives to address any issues or grievances effectively. This proactive approach underscores our dedication to upholding human rights and fostering a respectful, safe, and inclusive work environment for all employees.</p>

Business Responsibility and Sustainability Report(Contd.)

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

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

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

8 Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The Company's Vigilance Mechanism/Whistleblower Policy, Speak-Up Policy, and POSH Policy serve as effective tools for grievance redressal. The Speak-Up person is protected from adverse actions, and their identity is kept confidential to ensure a safe and secure reporting environment.
9 Do human rights requirements form part of your business agreements and contracts? (Yes/ No)	No
10 Assessments for the year:	
Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%
11 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	No significant risks / concerns were identified from the assessments on the above points.

LEADERSHIP INDICATORS

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, we have identified all necessary measures and implemented initiatives to accommodate differently abled visitors. This includes ensuring proper access, restroom facilities, and appropriate seating arrangements at work locations.
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Business Responsibility and Sustainability Report(Contd.)

P6 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	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	63,949	52,605
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) in GJ	63,949	52,605
From non-renewable sources		
Total electricity consumption (D)	1,84,356	1,85,811
Total fuel consumption (E)	2,525	4,413
Energy consumption through other sources (F)	1,32,908	1,61,548
Total energy consumed from non-renewable sources (D+E+F) in GJ	3,19,790	3,51,772
Total energy consumed (A+B+C+D+E+F)	3,83,739	4,04,377
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/ Mn)	13.59	15.01
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (₹/US dollar, 2022)	0.6	0.66
Energy intensity in terms of physical Output (GJ/per tonne of production)	1.51	2.09
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		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.

All the Company sites and facilities are operating in the chemical sector, which is not under the purview of the Performance Achieve and Trade Scheme of the Government of India.

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

S. No.	Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
i	Surface water	-	-
ii	Groundwater	-	-
iii	Third party water	1267298	1130758
iv	Seawater / desalinated water	-	-
v	Other	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		1267298	1130758
Total volume of water consumption (in kilolitres)		1267298	1130758
Water intensity per rupee of turnover (Water consumed / revenue from operations) (KL / ₹)		4.48 x 10 ⁻⁵	4.19 x 10 ⁻⁵

Business Responsibility and Sustainability Report(Contd.)

S. No.	Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (₹/US dollar, 2022)	1.96 x 10 ⁻⁶	1.84 x 10 ⁻⁶
	Water intensity in terms of physical Output (KL/tonne of production)	5.0	5.83
	Water intensity (optional) – the relevant metric may be selected by the entity	-	-
	Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

4 Provide the following details related to water discharged:

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)	
Water discharge by destination and level of treatment (in kilolitres)			
To Surface water	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
To Groundwater	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
To Seawater	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
Sent to third-parties (CETP)	No treatment	NA	NA
	With treatment – please specify level of treatment	1,14,699	69,924
Others – Recycled/Reused	No treatment	NA	NA
	With treatment – please specify level of treatment	2,20,600	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No		

- 5 Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation
- The Company currently operates three manufacturing units, which collectively account for 99% of its turnover. Continuous expansions of these facilities have been undertaken to meet growing product demand. During these expansions, the principles of Zero Liquid Discharge (ZLD) are integrated at the design stage, exemplified by the adoption of Low Temperature Evaporation/Mechanical Vapour Recompression (MVR) technology for enhanced treatment. Comprehensive treatment schemes are implemented to recycle and reuse treated effluents back into the process, ensuring efficient resource utilisation and environmental sustainability.



Business Responsibility and Sustainability Report(Contd.)

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

Parameter	Please specify unit	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
NOx	kg	48,560	45,798
SOx	kg	58,694	58,231
Particulate Matter (PM)	kg	45,591	51,591
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please specify	NA	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No	

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

Parameter	Unit	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO2 in MT	3,13,807	2,51,824
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO2 in MT	35,821	36,646
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	CO2 in MT/ rupee of turnover	1.23 x 10 ⁻⁵	1.07 x 10 ⁻⁵
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) (₹/US dollar, 2022)	CO2 in MT/ rupee of turnover adjusted for PPP	0.54 x 10 ⁻⁶	0.46 x 10 ⁻⁶
Total Scope 1 and Scope 2 emission intensity in terms of physical output	CO2 in MT/ton of production	1.38	1.25
Total Scope 1 and Scope 2 emission intensity (optional) – per ton of production		-	-
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.

The Company has implemented several environmentally sustainable practices to reduce its carbon footprint and improve operational efficiency. This includes transitioning from coal and fuel oil (F.O.) to cleaner fuel (C9), which not only reduces emissions but also enhances energy efficiency. Regular revalidation of Electrostatic Precipitator (ESP) efficiencies ensures that Suspended Particulate Matter (SPM) levels remain well within the prescribed limit of 50 mg/nm³, contributing to better air quality. Mechanical seals have been adopted in place of glands to minimise leaks and improve containment, while bulk solvent storage tanks are equipped with vent condensers to prevent emissions. These measures, along with closed-loop operations, demonstrate the Company's commitment to sustainable practices and environmental stewardship.

Business Responsibility and Sustainability Report(Contd.)

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

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	23.8	0
E-waste (B)	0	1.9
Bio-medical waste (C)	0.0003	0.001
Construction and demolition waste (D)	0	0
Battery waste (E)	0.5	0.02
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	4862	4658
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3344	3657
Total (A+B + C + D + E + F + G + H)	8230	8317
Waste intensity per rupee of Turnover (Total waste generated / Revenue from operations) (KL / ₹)	0.29 x 10 ⁻⁶	0.31 x 10 ⁻⁶
Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP) (Total Revenue waste from generated / operations adjusted for PPP) (₹/US dollar, 2022) 1742	0.0127	0.013
Waste intensity in terms of physical output	0.032	0.043
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	547	8
ii Reused	1742	1153
iii Other recovery operations	0	173
Total	2313	1334
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i. Incineration	329	480
ii. Landfill	3264	2845
iii. Other disposal methods	0	0.5
Total	3593	3326
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, monthly monitoring is conducted by an MoEF&CC Approved Laboratory, M/s. Ashvamedh in Mumbai. Periodic joint vigilance is also carried out, involving sample collection and analysis by MPCB officials.	
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.	Our waste management practices include a robust procedure for collecting and storing both hazardous and non-hazardous wastes. We have designated storage areas for different types of waste to ensure proper segregation at the source. Additionally, we utilise one of our process streams as fuel for an in-process waste recovery system, reducing emissions and recovering valuable products. Furthermore, all our manufacturing sites are members of an approved hazardous waste treatment, storage, and disposal facility regulated by the State Pollution Control Board.	



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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Since all our operations and offices are located within MIDC/GIDC/SEZ or specific zones designated by the Government of India, this indicator is not applicable to our situation.

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

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not applicable because the EIA Studies are undertaken prior to current financial year.

- 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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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NA

LEADERSHIP INDICATORS

1	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
	For each facility / plant located in areas of water stress, provide the following information:
(i)	Name of the area
(ii)	Nature of operations
(iii)	Water withdrawal, consumption and discharge in the following format:

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
To Surface water	NA	NA
To Groundwater	NA	NA
To Seawater	NA	NA
Sent to third-parties	NA	NA
Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)	NA	NA

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Parameter		2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
To Surface water	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
To Groundwater	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
To Seawater	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
Sent to third-parties	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
Others	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)		NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		NA	

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 NA

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Wastewater treatment solutions	In addition to the conventional biological treatment scheme, we have implemented the following initiatives: <ul style="list-style-type: none"> • Volute Sludge Dewatering System • Multiple Effect Evaporator • Stripper to improve condensate quality • Low Temperature Evaporator (LTE) • Agitated Thin Film Drier (ATFD) 	Effective and efficient wastewater treatment has been achieved.
2.	Sludge hydrolysis unit	The sludge produced poses hazards related to temperature, reactivity, stability, storage, and handling. To mitigate these risks, we have developed state-of-the-art technology that completely neutralises the hazards by hydrolyzing the sludge. This process has provided additional benefits, including improved raw material consumption and the generation by-products, which are used as a raw material in one of our products. Additionally, the hydrolyzed sludge is utilised as fuel for boilers to produce steam.	<ul style="list-style-type: none"> • Neutralisation of hazards associated with sludge • Resource optimisation • By-product utilisation • Energy efficiency



Business Responsibility and Sustainability Report(Contd.)

5	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	We have a comprehensive disaster management plan at the plant level, along with a business continuity plan, to ensure seamless operations during any disaster or disruption. Our risk assessment procedures for products, projects, and businesses involve collaboration with internal and external experts. This plan delineates emergency response protocols, safeguards critical assets, and prioritises the safety of our employees and customers. Additionally, it includes strategies for minimising downtime and facilitating swift recovery from disruptions.
6	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.	<p>Our operations are governed by robust policies and systems across all our sites, ensuring compliance and effective management. We have established multiple platforms and mechanisms to receive and address grievances from stakeholders promptly, with clear processes for resolution. These efforts reflect our commitment to maintaining transparency and accountability in our operations.</p> <p>To manage process risks effectively, we employ various methods such as controls, interlocks, and automation to minimise or eliminate potential hazards. However, we acknowledge the potential for significant negative environmental impacts, particularly in cases of accidental material spillage during transit.</p> <p>To mitigate such risks, we have implemented proactive measures including a Journey Management Programme, rigorous selection and evaluation processes for Logistics Service Providers (LSPs), regular vendor assessments, a comprehensive Distribution Emergency Response Plan, and ongoing training and retraining programs for LSPs. These actions demonstrate our proactive approach to environmental risk management and safety across our supply chain.</p>

P7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

1a	Number of affiliations with trade and industry chambers/ associations.	There are at least of 5 affiliations with trade and industry chambers/associations.	
1b	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, in the following format		
S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)	
1	Indian Chemical Council	National	
2	All India Liquid Bulk Importers	National	
3	National Safety Council	National	
4	Mahad Manufacturers Association	State	
5	Maharashtra Labour Welfare	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.	There is no action taken or underway against The Company on any issues related to anti-competitive conduct	
S. No.	Name of authority	Brief of the case	Corrective action taken
		NA	

Business Responsibility and Sustainability Report(Contd.)

P8 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.

S. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	Not applicable because the SIA Studies are undertaken prior to current financial year.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
	R&R is not required for LOIL entities because our chemical manufacturing units are situated in MIDC Areas or Notified Industrial Area.					

- 3 Describe the mechanisms to receive and redress grievances of the community.
- The Company's CSR Policy allocates 25% of the total CSR budget to enhance the well-being of nearby communities where our plants or manufacturing units operate. This initiative fosters continuous communication and engagement with the local community, ensuring open channels for feedback and dialogue. Additionally, we maintain regular interaction with local government authorities to address any concerns or grievances raised by the community promptly and effectively.

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

Category	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	7%	10%
Sourced directly from within the district and neighbouring districts	29%	53%

- 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	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Rural	47.58%	-
Semi-urban	0	-
Urban	0	-
Metropolitan	52.42%	-

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

LEADERSHIP INDICATORS

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

CSR projects were undertaken in the Raigad and Ratnagiri districts of Maharashtra. It should be noted that these districts are not included in the list of aspirational districts by the Ministry of MSME, Government of India.



Business Responsibility and Sustainability Report(Contd.)

6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Re-Building & Infrastructure Upgrade of Persule Primary School	130	-
2.	Deployment of Mobile Health Units (MHU) in Mahad	26411	-
3.	Deployment of Mobile Health Units (MHU) in Lote	10321	-
4.	Solar project for Water Supply	3000	-
5.	Buddhawadi Community Hall	3000	-
6.	Help the Poor Foundation (Transplant)	10	-
7.	Stranctury Foundation (Animal Welfare)	0	-
8.	Sports Promotion -Sponcership	1	-
9.	Education support	20	-
10.	Solar light projects	11000	-
11.	Promoting Environment	4000	-
12.	Staff Quarter for Sainik School	700	-
13.	Construction of Well	1000	-
14.	Police Welfare	400	-
15.	Science Exhibition	800	-
16.	NAPS Spending till March'2024	131	-
17.	Skill Development Centre	131	-

P9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

ESSENTIAL INDICATORS

1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	The Company has established a comprehensive customer complaint management system as part of its Integrated Management System. This system covers complaints received from customers or distributors related to quality, packaging, logistics, shortages, or documentation. It includes mechanisms for logging complaints, conducting investigations to determine root causes, setting turnaround times for resolution, and defining communication channels to provide feedback to customers promptly.
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:	As a percentage to total turnover
	Environmental and social parameters relevant to the product	100%
	Safe and responsible usage	Product consignment is accompanied by the Safety Datasheet which provides information related to safe and responsible usage, handling and the safe disposal of the product.
	Recycling and/or safe disposal	Additionally, the transport TREM cards contain relevant for safe transportation of the products and communication channels as well as action to be taken in case of incident during transportation.

Business Responsibility and Sustainability Report(Contd.)

3 Number of consumer complaints in respect of the following:

Category	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	2 (logistics)	NIL	Both have been resolved
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	The Company prioritises cybersecurity and has implemented a BCP mechanism and policy, along with cyber insurance coverage. Advanced security measures like non-tamperable antivirus software and ATP services are in place. To enhance security, the Company is transitioning from on-premises to cloud infrastructure, starting with emails, and is considering implementing SOC operations. Data privacy is managed through controlled access rights.
6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	There is no adverse action taken by any authority till date.
7	Provide the following information relating to data breaches:	
a	Number of instances of data breaches	NIL
b	Percentage of data breaches involving personally identifiable information of customers	NIL
c	Impact, if any, of the data breaches	There have been no cases of data breaches till date.



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LEADERSHIP INDICATORS

1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	https://www.laxmi.com/
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	The Company has a structured system for collecting and sharing Product Safety Information via Material Safety Data Sheets. Customer Support, Marketing, and Sales teams engage with customers to address specific requirements. Some customers also conduct audits of our facilities to evaluate our EHS systems' alignment with their standards and protocols.
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, all product information is curated with consideration for both local and global requirements and is prominently displayed. The Company carries out customer satisfaction surveys related to its products.