

Parinee Crescenzo, "A" Wing, 1102, 11th Floor,  
"G" Block, Plot No. C38 & C39,  
Behind MCA, Bandra Kurla Complex,  
Bandra (E), Mumbai - 400 051, India.  
Phone : 91-22-6124 0444 / 6124 0428  
Fax : 91-22-6124 0438  
E-mail : vinati@vinatiorganics.com  
Website : www.vinatiorganics.com  
CIN : L24116MH1989PLC052224



August 16, 2024

**BSE Limited**  
(Listing Department)  
P. J. Towers, 1<sup>st</sup> Floor,  
Dalal Street, Mumbai – 400 001.

**Scrip Code: 524200**

Dear Sir/Madam,

**National Stock Exchange of India Ltd.**  
(Listing Department)  
Exchange Plaza, Plot No. C/1, 'G' Block,  
Bandra-Kurla Complex,  
Bandra (East), Mumbai – 400 051.

**NSE Symbol: VINATIORGA / Series: EQ**

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

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Integrated Annual Report for the financial year 2023-24.

Please take the same on record.

Thanking you,

Yours faithfully,  
For **Vinati Organics Limited**

MILIND  
ARVIND  
WAGH

Digitally signed by  
MILIND ARVIND  
WAGH  
Date: 2024.08.16  
14:19:58 +05'30'

**Milind Wagh**  
**Company Secretary/Compliance Officer**

Encl: As above

**Lote Works** : Plot No. A-20, MIDC Industrial Area, Lote Parashuram 415 722 Tal. Khed, Dist. Ratnagiri, Maharashtra, India.  
**Phone** : (02356) 273032 - 33 • **Fax**: 91-2356-272448 • **E-mail**: vinlote@vinatiorganics.com  
**Regd. Office & Mahad Works** : B-12 & B-13/1, MIDC Industrial Area, Mahad 402 309, Dist. Raigad, Maharashtra, India.  
**Phone** : (02145) 232013/14 • **Fax** : 91-2145-232010 • **E-mail**: vinmhd@vinatiorganics.com

# Business Responsibility & Sustainability Report [BRSR]

Annexure H

## SECTION A: GENERAL DISCLOSURE

### I. Details of the Listed Entity

1	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L24116MH1989PLC052224
2	<b>Name of the Listed Entity</b>	Vinati Organics Limited (VOL)
3	<b>Year of incorporation</b>	1989
4	<b>Registered office address</b>	B-12 & B-13/1, MIDC Industrial Area, Raigad, Mahad, Maharashtra, 402 309
5	<b>Corporate address</b>	Parinee Crescenzo, 1102, 11th Floor, Plot No. C38 & C39, G Block, Behind MCA, Bandra-Kurla Complex, Bandra(E), Mumbai -400 051
6	<b>E-mail</b>	shares@vinatiorganics.com
7	<b>Telephone</b>	022-61240444/428
8	<b>Website</b>	www.vinatiorganics.com
9	<b>The financial year for which reporting is being done</b>	1 <sup>st</sup> April, 2023-31 <sup>st</sup> March, 2024
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11	<b>Paid-up Capital</b>	₹ 10.37 Crores
<b>Contact Person</b>		
12	<b>Name of the Person</b>	Mr. Milind Wagh
	<b>Telephone</b>	022-61240402
	<b>Email address</b>	shares@vinatiorganics.com
<b>Reporting Boundary</b>		
13	<b>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).</b>	Standalone-Basis Reporting Previous Financial Year figures do not include the impact of merger of Veeral Additives Private Limited into VOL
14	<b>Name of assurance provider</b>	Not Applicable
15	<b>Type of assurance obtained</b>	Not Applicable

### II. Product/Services

16	Details of business activities (accounting for 90% of the turnover)	Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Manufacturing	Chemical and Chemical Products	100

  

17	Products/Services sold by the entity (accounting for 90% of the turnover)	Sr. No.	Product/Service	NIC Code	% Of Total Turnover contributed
		1	Manufacturing of organic and inorganic chemical compounds	20119	100



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

## III. Operations

18	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	3	1	4
		International	0	0	0
19	Market served by the entity	Locations	Numbers		
	• No. of Locations	National (No. of States)	18		
		International (No. of Countries)	41		
	• What is the contribution of exports as a percentage of the total turnover of the entity?	55%			
	• A brief on types of customers	Specialty chemical products manufactured by Vinati Organics Limited are used by diverse industrial sectors including pharmaceuticals, Personal Care, Polymers, Construction, Agriculture chemicals, etc. Some of their customers are BASF, NALCO, and DOW, having both national and international market presence.			

## IV. Employees

## 20. Details as of the end of the Financial Year:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)

## a. Employees and workers (including differently-abled)

## Employees

1	Permanent (D)	1,279	1,238	97%	41	3%
2	Other than Permanent (E)	26	26	100%	0	0%
3	Total Employees (D+E)	1,305	1,264	97%	41	3%

## Workers

4	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5	Other than Permanent (G)	845	845	100%	0	0
6	Total Workers (F+G)	845	845	100%	0	0

## b. Differently abled employees and workers

## Differently abled Employees

1	Permanent (D)	4	4	100%	0	0
2	Other than Permanent (E)	0	0	NA	0	NA
3	Total Differently Abled Employees (D+E)	4	4	100%	0	0

## Differently abled Workers

4	Permanent (F)	0	0	NA	0	NA
5	Other than Permanent (G)	0	0	NA	0	NA
6	Total Differently Abled Workers (F+G)	0	0	NA	0	NA

## 21. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	4	50%
2	Key Management Personnel (excluding BOD)	2	0	0%

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

Category	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year before previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.4 %	0.1%	10.5%	12.5 %	0	12.5%	4.9%	0	4.9%
Permanent Workers*	Nil								

\*Note - The Company doesn't have any permanent workers.

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

23	Names of holding/ subsidiary / associate companies / joint ventures	Sr. No.	Name of the holding/subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
		1.	Veeral Organics Private Limited	Subsidiary	100%	No

**VI. CSR Details**

24	a. Whether CSR is applicable as per section 135 of the Companies Act, 2013:	Yes
	Turnover (in ₹)	₹ 1,900 Crores
	Net worth (in ₹)	₹ 2,464 Crores

**VII. Transparency and Disclosure Compliances**

25	Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for the grievance redress policy	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
				Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Communities	Yes	The Company has adopted the Grievance Addressing & Handling Policy and Whistle Blower Policy hyperlink this with the following link: <a href="https://vinatiorganics.com/wp-content/uploads/2021/05/Whistle-Blower-Policy.pdf">https://vinatiorganics.com/wp-content/uploads/2021/05/Whistle-Blower-Policy.pdf</a>	0	0	NA	0	0	NA
	Investors (other than shareholders)	Yes		0	0	NA	0	0	NA
	Shareholders	Yes		19	0	NA	8	0	NA
	Employees and workers	Yes		0	0	NA	0	0	NA
	Customers	Yes		0	0	NA	0	0	NA
	Value Chain Partners	Yes		0	0	NA	0	0	NA



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity	The 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.	Climate Change Management	Risk	Considering the negative impacts of chemical manufacturing processes on the environment and ecosystem, it becomes imperative to take steps towards making overall business operations, climate-resilient. Additionally, the risk of sustaining a company's reputation in the global market demands attention.	As a leading company, we recognize the urgent need to align our business practices and operations with the global commitments to address climate change. Our unwavering dedication to sustainability is reflected in the certifications and accreditations we have obtained, including the ISO 14001 (EMS), ISO 45001 (OHSAS) and Responsible Care certifications, as well as our Gold Rating in EcoVadis. These achievements demonstrate our commitment to maintaining safe, sustainable, and pollution-free operations.	Negative financial implications from investment for implementing climate actions as identified by the organizations. Positive impact in the long run due to climate change management and lower operational expenditure.
2.	Energy Management	Risk/ Opportunity	Energy generation through non-renewable resources results in the release of harmful emissions into the atmosphere and is a direct contributor to greenhouse gas emissions. The major energy demand of the Company processes is met through coal, resulting in a high risk of managing the energy demand.	To further our efforts in reducing our climate impact, we have embarked on a journey to ensure the efficient use of natural resources and the reduced consumption of fossil fuels. This includes the implementation of a co-generation system for energy production, which provides both steam and power, as well as the commissioning of solar plants with a combined capacity of 26 MW. Currently, 44% of our total electricity consumption is met through renewable energy sources, and we are committed to increasing this percentage through the commissioning of an additional 6 MW solar plant during the fiscal year 2024-25.	Negative financial implication due to required investment in renewable energy sources. Positive impact in the long run due to energy security and lower operational expenditure.

Business Responsibility & Sustainability Report [BRSR] (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity	The 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.	Materials	Risk	The Company uses Toluene, Propylene, Methyl Tert Butyl Ether, Acrylonitrile, water, and coal, as major raw materials/resources. Hence, these have a direct impact and result in natural resource depletion. Risks arising due to climate change can affect the Company's supply chain and business.	Recognizing the importance of sustainable procurement, we have adopted a policy that emphasizes the purchase of goods and services with minimum strain on natural resources. Furthermore, we are actively exploring circularity measures by increasing the efficiency of our processes and optimizing the inputs used through continuous innovation efforts, thereby achieving material efficiency.	Positive financial implication through the use of optimum, efficient, and recycled input materials.
4.	Waste Management	Risk	Regulatory compliance, increased health risks of the community, and moral obligation to protect the environment make it essential for safe and sound waste management. This is essential to eliminate waste stream interference with ecosystems and damage caused.	To manage our waste streams effectively, we have installed a Zero Liquid Discharge system in one of our plant and other 2 plants have minimal discharge. We have Effluent Treatment Plants (ETPs) at all our facilities. Hazardous waste is responsibly managed by authorized Treatment, Storage, and Disposal Facilities (TSDF), while fly ash bricks are sent for co-processing to be used in the production of bricks by the local community.	Negative financial implications from the operation of Treatment infrastructure and association with waste management facilities. Positive impact as risk mitigation will lead to productivity enhancement due to increased yields.
5.	Water Stewardship	Risk	Water consumption for industrial operations leads to a reduction in the overall volume of the water available. Water source depletion has a wider impact on the quality of life of communities and surrounding ecosystems.	Conscious of the need to manage natural water resources, we have installed rainwater harvesting systems to replenish the water table and reverse osmosis (RO) systems to ensure the efficient utilization of water. Our constant efforts to reduce water withdrawal, consumption, and wastage have helped us maintain a sustainable balance.	Negative financial implications for creating water harvesting infrastructure and installing water-efficient systems.



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity	The 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.	Customer Relationship	Risk	Exporting a major quantity of products overseas makes timely delivery very crucial for the Company. Maintaining the Quality of products with their affordability is a fundamental need for improving customer relationships.	Alongside our environmental initiatives, we prioritize customer satisfaction and have deployed account managers to address queries from each customer account. We have also implemented a comprehensive feedback collection system and review mechanism to continuously improve the customer experience.	The positive financial implication of market growth.
7.	Human Capital Management - Equal Opportunity, Diversity & Inclusion, Retention Strategy & Training	Risk	Right talent and capacity building on best practices in chemical manufacturing is important to understanding equipment & machinery function knowledge and adopting safety and care in handling & transporting chemicals.	Internally, we have adopted a policy of zero discrimination and equal opportunity for our employees regarding recruitment and compensation, based on industry standards. We place great importance on employee health and safety, providing regular EHS training and behavioural sessions at our manufacturing facilities.	Negative financial implications from investments in training, skill development, and implementation of HR policies Positive impact due to higher productivity.
8.	Human Rights	Risk	Human Rights are an important aspect for companies in the chemical sector. Activities included in the value chain like extraction of raw materials, loading & transportation as well as manufacturing of the chemicals may result in exposure to harmful radiation as well as exploitation of human rights in terms of employment conditions and low wages. This may result in a loss of reputation for the Company as well as a harmful impact on the workforce.	We have a zero-tolerance policy against child labour, forced labour, or involuntary labour, and we have implemented policies addressing issues such as sexual harassment, vendor and contractor engagement, and stakeholder engagement. No grievances were raised for human rights violations during the reporting period.	Negative implications are observed as the risk mitigation requires effort and capital to follow compliance with fundamental human rights.

Business Responsibility & Sustainability Report [BRSR] (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity	The 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.	Local Community Engagement	Opportunity/ Risk	Risk: Chemical manufacturing involves producing harmful effluents & gases as byproducts which may negatively impact the local surroundings. It may lead to long-term health and ecological impacts if not managed properly. Opportunity: Engagement with local communities helps in earning goodwill and trust building. Hiring from local areas can promote employment and provide cheap labour.	Recognizing our responsibility to the local communities in which we operate, we regularly engage with them to understand their needs and expectations, ensuring that our operations are in harmony with the surrounding environment. We have undertaken various initiatives in the fields of rural development, drinking water projects, solar street water pumps, and women's education, among others, while also utilizing the services of local contractors and service providers to the best possible extent.	Positive impact due to goodwill, reputation, and inclusive growth.
10.	Occupational Health and Safety	Risk	Occupational Health & Safety is an aspect that is very crucial since the nature of business deals in the manufacturing of hazardous chemicals. These conditions predispose employees toward safety hazards.	Workplace health and safety is a crucial component of our Human Rights and Labor Policy, and we are proud to be Responsible Care company and ISO 45001:2018 certified, ensuring a robust environment management system. We provide comprehensive EHS training to our manufacturing plant employees to protect them from potential hazards.	Negative impact due to increased operational cost incurred on safety training, protective gears, and increased capital expenditure on ensuring asset integrity.
11.	Stakeholder Engagement	Opportunity	The involvement and agreement of stakeholders eliminate the chances of conflicts and increase productivity.	To maintain transparency and accountability, we collaborate with institutions and regulators periodically, and we have a whistleblower policy in place to keep our management activities in check. We communicate with our stakeholders through our annual report, newspaper publications, and our website.	Positive impact due to reputation, goodwill, and increased productivity of employees.





## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity	The 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)
12.	Business Continuity Planning	Risk	Owing to uncertain situations, increased physical risk apparently due to climate change, hazards associated with chemical manufacturing, and man-made disasters, it is crucial for an organization to have robust business continuity planning.	To ensure digital continuity in the face of any physical risks related to climate change, we have implemented robust backup IT systems on the cloud, providing a reliable safeguard for our operations.	Negative Financial implications from IT infrastructure setup
13.	Compliance (Environment & Regulatory)	Risk	The external regulatory environment is dynamic. Compliance with relevant environmental and financial laws is most critical for business continuity and to avoid any fine/penalty that directly impacts the organization's reputation.	Our steadfast commitment to sustainable business practices and environmental and social responsibility is evident in the comprehensive measures we have implemented across our operations. By aligning our practices with global climate change commitments, we are setting a benchmark for responsible corporate citizenship and paving the way for a more sustainable future.	Negative financial implications from compliance team deployment and implementing prescribed requirements.
14.	Data Privacy & Cyber Security	Risk	Data privacy and cyber security have emerged as a major threat to business operations. Data breach of the Company's Information Technology systems leads to business damage and reputational risk, causing damage at both financial and non-financial ends.	In today's digital landscape, safeguarding sensitive data and ensuring robust cyber security measures have become paramount for organizations across industries. The Company, with its diversified specialty chemicals manufacturing operations, has recognized the critical importance of implementing comprehensive data privacy and cyber security protocols.	Negative implication due to cost incurred on the purchase of hardware and software needed for data security management system.

Business Responsibility & Sustainability Report [BRSR] (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity	The 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)
15.	Economic Performance	Opportunity	Global specialty chemical business is expected to grow by 11-12% during 2021-27 and 7-10% during 2027-40. India is expected to account for more than 20% of global consumption of chemicals over the next two decades.	The Company's operations encompass a diversified portfolio of specialty chemicals manufacturing. Exports account for 55% of the total sale. Notably, the Company holds the distinction of being the world's largest producer of IBB and ATBS. The credit ratings conferred by CARE underscore the Company's financial strength, with a long-term rating of AA for its bank facilities and a short-term rating of A1+ for its short-term bank facilities.	Positive impact due to growing global market and exports
16.	Ethical Business Conduct	Risk	Adherence to ethics and transparency in their day-to-day business operations at all levels is crucial for the Company. They have to abide by local, national & global norms of business. Failing to adhere to fair business practices can lead to penalties, sanctions, and revenue loss.	The Company has implemented robust control measures to ensure ethical conduct and prevent undesirable practices. The Whistle Blower Policy and a Code of Conduct underscores the organization's commitment to upholding high standards of business integrity. All Directors, KMP's, and employees undergo comprehensive training to ensure their adherence to ethical business practices. Furthermore, the Company has established comprehensive systems and processes to ensure the ethical and equitable execution of its operations. Additionally, the organization requires annual independence declarations from its directors and KMP to mitigate any potential conflicts of interest.	Negative implication due to cost incurred on systems and processes to ensure strict compliance with applicable/emerging regulations Positive implication due to good customer reputation.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity	The 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)
17.	Intellectual Capital - R&D & Innovation	Opportunity	Most of the products developed by the Company are research-based. Making continuous innovation a priority will result in improved quality of current products and new product development.	The Company maintains a steadfast commitment to innovation-driven research. Presently, the organization is engaged in the development of new product offerings and the troubleshooting of pilot plants or existing products, with the overarching aim of mitigating risks and enhancing operational efficacy. This strategic focus on research and product refinement underscores the Company's dedication to staying at the forefront of its industry and delivering cutting-edge solutions to its clientele.	Positive financial implications by creating novelty products and sustaining market leader position.
18.	Procurement and Supply Chain	Risk	Unplanned procurement practices have a negative impact on the supply chain while supplier selection impacts economic inclusion with transportation footprint. Quality of the material along with ensuring supplier stability has a direct risk of product safety and quality.	The Company has in place a Sustainable Procurement Policy for defining supplier selection process. Procurement planning and review are part of daily operations. Safe storage and handling practices are implemented at the premises	Negative financial implications for creating safe transportation, storage, and training programs
19.	Product Stewardship	Risk/ Opportunity	The Company has the largest market capture and manufacturing capacities for some of its products. The overall negative impact of the products on the ecosystem creates the risk of sustainable operations long-term business viability and market disruption.	The organization realizes the environmental impact of chemical products throughout their life and is committed to reducing its negative footprints through continuous research and innovation efforts to develop safe and sustainable products.	Negative financial implications from research/innovation-oriented investments Positive implications are developing products using green technology

Business Responsibility & Sustainability Report [BRSR] (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity	The 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)
20.	Risk Management	Risk/ Opportunity	Risk management helps in identifying & mitigating various factors that can be an inherent risk and can lead to financial loss and non-compliance. It also helps to identify potential opportunities which may help a company to diversify its business and avoid certain risks.	The Risk Management Committee, comprising members from the Board of Directors, is entrusted with the authority to oversee all aspects of risk management. This committee is responsible for identifying and mitigating the various risks that may potentially impede the Company's ability to accomplish its strategic objectives, goals, and desired outcomes. It ensures that the organization is adequately prepared to navigate the complexities of the business landscape and maintain a robust risk management framework.	Positive implications are there due to benefits obtained by identifying certain risks and tapping on potential opportunities.
21.	Tax	Risk	Tax avoidance by the Company may encourage other companies to aggressively plan their taxes leading to an increase in costs associated with tax regulation and enforcement.	The Company's Finance Committee is responsible for the functions relating to excise, sales tax, income tax, customs, and other such taxes. The Company has been regular in depositing Income Tax, Sales Tax, the duty of customers, the duty of excise, value-added tax, cess, and any other statutory dues where applicable as per the Independent Auditor's report.	Negative implications due to cost incurred in paying applicable taxes
22.	Marketing & Labelling	Risk	The Company exports the products to 14 countries including Europe, America, and South Asia. Handling of specialty chemical products poses risks to the environment, health, and customer safety during their transportation, storage, and use as intermediates.	As a responsible business, the Company is REACH compliant for European markets and complies with GHS labelling requirements to inform customers about product composition, use, and disposal.	Negative Financial implication for complying with national and international labelling requirements.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>										
1	a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	<a href="https://vinatiorganics.com/corporate-governance/">https://vinatiorganics.com/corporate-governance/</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company ensures that its suppliers are required to comply with all the applicable Company policies								
4	Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>• ISO 9001:2015 (Quality Management System)</li> <li>• ISO 14001:2015 (Environmental Management System)</li> <li>• ISO 45001:2018 (Occupational Health &amp; Safety)</li> <li>• Responsible Care</li> </ul>								
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	The Company has started publishing the BRSR from FY 2022-23 onwards and it will focus on improving and disclosing its ESG goals and commitments in subsequent years.								
6	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	The Company has started publishing the BRSR from FY 2022-23 onwards and it will be assessing and reporting its performance against the ESG goals and commitments in subsequent years.								
<b>Governance, Leadership and Oversight</b>										
7	Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements.	<p>Vinati Organics, guided by its visionary outlook, aspires to be a global leader in the production of specialized niche products while championing eco-friendly technologies. The Company operates collaboratively with all stakeholders across its value chain, steadfastly adhering to principles of responsible business conduct.</p> <ul style="list-style-type: none"> <li>• <b>Environmental Commitment:</b> Vinati Organics places paramount importance on environmental stewardship. All its manufacturing facilities are Responsible Care and ISO 14001 certified. Rigorous waste management procedures minimize effluent generation at the source. We are GOLD rated by EcoVadis.</li> <li>• <b>Renewable Energy:</b> Demonstrating its dedication to sustainability, the Company meets 44% of its electricity consumption through renewable sources. We have already commissioned 26MW of solar power plant and another 6.5 MW is going to be commissioned during FY 2024-25.</li> <li>• <b>Community Development:</b> As part of its Corporate Social Responsibility (CSR) initiatives, Vinati Organics actively engages in projects that uplift communities. These include education, rural development, employment generation, healthcare, hygiene standards, and access to clean drinking water. We ensure that our CSR initiatives are in line with sustainable development goals.</li> <li>• <b>Employee Well-being:</b> The Company maintains high standards for employee health and safety. Its manufacturing facilities hold ISO 45001 certification, ensuring a secure work environment.</li> <li>• <b>Ethical Business Practices:</b> Vinati Organics upholds ethical conduct by adopting relevant standards.</li> </ul>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Vinod Saraf Designation: Chairman DIN: 00076708								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.	No								

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																										
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9																		
<b>Performance against the above policies and follow-up action</b>	All corporate policies along with ESG policy are integrated into the day-to-day business operations of the Company and implemented under the guidance of the Board of Directors and the Company Management at all levels.									The Board reviews the policies periodically as deemed necessary and updated if required.																										
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	The Company complies with all statutory requirements related to BRSR principles.									Annually																										
<b>11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency</b>										<table border="1"> <thead> <tr> <th>P 1</th><th>P 2</th><th>P 3</th><th>P 4</th><th>P 5</th><th>P 6</th><th>P 7</th><th>P 8</th><th>P 9</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table> <p>The policies are reviewed internally by the relevant departments of the Company subject to updates if required.</p>									P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9																												

**SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE**

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

**ESSENTIAL INDICATORS**

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in a respective category covered by the awareness programs
<b>Board of Directors</b>	1	The Company has conducted a familiarization program to train them regarding the nature of the industry and business, operations, regulatory environment, roles & responsibilities, and code of conduct adopted by the Company.	100%
<b>Key Management personnel (other than Executive Directors)</b>	2	The directors and key management personnel (KMP) of the Company underwent comprehensive training on various critical aspects, including the whistleblower policy, code of conduct, anti-bribery measures, environmental awareness, diversity and inclusion, talent retention, risk management, cybersecurity, innovation, health and safety, CSR strategy, and the ESG framework. Additionally, they received prevention of sexual harassment (POSH) training.	100%
<b>Employees other than BODs and KMPs</b>	79	The topics covered under the training include aspects namely, health and safety & wellness, fire-fighting, environment awareness, Code of Conduct, communication and interpersonal skills, team building systems and processes and Responsible Care.	86%



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in a respective category covered by the awareness programs
Other Than Permanent Workers*	1	Trainings are provided on topics such as Health and safety, importance of safety (PPE) tools and safety kits, HR policies and practices	100%

\*Note - The Company doesn't have any permanent workers.

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.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement/agencies / judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty /Fine	NIL	NIL	NIL	NIL	NA
Settlement	NIL	NIL	NIL	NIL	NA
Compounding Fees	NIL	NIL	NIL	NIL	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement/agencies / judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NIL	NIL	NIL	NIL	NA
Punishment	NIL	NIL	NIL	NIL	NA

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

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the policy.

Yes. The Company has adopted an Anti-corruption and Anti-bribery policy which is internally available on its intranet for employees. The Company has zero tolerance against corruption and bribery and has taken steps towards prohibiting any such activities. It has implemented a stringent monitoring system to ensure compliance with the policy. The Company handles any such cases with the utmost fair and transparent procedures at all levels. The Company has outlined step-wise procedures for reporting such incidents and has identified responsible officers to resolve issues and maintain the effectiveness of policy.

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

6. Details of complaints about conflict of interest: 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:

Not Applicable

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

FY 2023-24	FY 2022-23
29	30

**9. Openness of business**

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.98%	0.87%
	b. Number of dealers/distributors to whom sales are made	3	2
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.60%	0.62%
	b. Sales (Sales to related parties / Total Sales)	0.00%	0.00%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments (Investments in related parties / Total Investments made)	NA	NA

**LEADERSHIP INDICATORS**

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Transport Risk Assessment	20%

**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 defined steps to resolve conflicts of interests involving stakeholders in its Code of Conduct document which is available in the public domain at hyperlink with the following link: <https://vinatiorganics.com/wp-content/uploads/2021/05/CODE-OF-CONDUCT-OF-THE-BOARD-SENIOR-MANAGEMENT-PERSONNEL.pdf>. It is a fundamental duty of all independent directors, applicable to all directors, that they shall not participate in any arrangement from which he/she may have direct or indirect benefits, which may conflict with the interest of the Company.





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

**ESSENTIAL INDICATORS**

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

Type	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	100%	100%	The Company emphasizes the development of products, processes and technologies that benefit both the environment and the society
Capital Expenditure (CAPEX)	100%	100%	

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

Yes, the Company has a robust mechanism in place to sustainably procure raw materials from different suppliers considering availability, transportation, requirements of factories, etc. As per the Sustainable Procurement Policy of the Company, procurement of goods and services is done with due consideration of its effect on health, safety, environment, and strain on natural resources. The Company has also established a Supplier Code of Conduct (COC) which includes guidelines on environment management, pollution prevention, and waste management. The Supplier COC applies to both domestic and global suppliers as well as the employees, agents, and contractors hired by the suppliers. It emphasizes on below points:

- **Human Resources** – The supplier shall ensure freely chosen employment, equal opportunity, compliance concerning working hours & minimum wages, anti-trafficking laws across supply chains including freedom of association to their employees and workers
- **Health & Safety** – The supplier shall ensure the provision of a healthy & safe working environment, provide adequate training, and safe, clean, and secure accommodations (if applicable) to their employees & workers
- **Environment Management** – The supplier shall ensure that optimal processes are there for natural resource conservation, pollution prevention, and waste management along with initiatives to encourage environment-friendly processes and climate change mitigation
- **Governance** – The supplier shall adhere to VOL policy, not offer or accept bribes to/from their business partners, provide grievance redressal mechanisms to their employees and workers, and ensure the protection of IP-related rights of their employees and business partners
- **Subcontracting** – The supplier shall not use any subcontractor for carrying out business activities with VOL unless the subcontractor abides by the same conditions as put forth by VOL.

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

The Company works with suppliers who diligently follow sustainable procurement practices. In subsequent years, necessary action will be taken to account for the percentage of inputs sourced sustainably.

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

The Company does not reclaim any products for reusing, recycling, and disposing at the end of life of plastics, e-waste, hazardous, and other wastes, as it does not apply to its business operations.

**4. Whether Extended Producer Responsibility (EPR) applies 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. We are currently developing a Waste Collection Plan in accordance with EPR Compliance.

**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?

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.

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

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	
	FY 2023-24	FY 2022-23

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

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

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category



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

**ESSENTIAL INDICATORS**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Permanent Employees</b>											
Male	1,238	1,238	100%	1,238	100%	NIL	NA	NIL	NA	NIL	NA
Female	41	41	100%	41	100%	41	100%	NIL	NA	NIL	NA
<b>Total</b>	<b>1,279</b>	<b>1,279</b>	<b>100%</b>	<b>1,279</b>	<b>100%</b>	<b>41</b>	<b>100%</b>	<b>NIL</b>	<b>NA</b>	<b>NIL</b>	<b>NA</b>
<b>Other than Permanent Employees</b>											
Male	26	26	100%	26	100%	NIL	NA	NIL	NA	NIL	NA
Female	0	0	100%	0	100%	NIL	NA	NIL	NA	NIL	NA
<b>Total</b>	<b>26</b>	<b>26</b>	<b>100%</b>	<b>26</b>	<b>100%</b>	<b>NIL</b>	<b>NA</b>	<b>NIL</b>	<b>NA</b>	<b>NIL</b>	<b>NA</b>

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Permanent Workers</b>											
Male	0	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
<b>Total</b>	<b>0</b>	<b>0</b>	<b>NA</b>	<b>0</b>	<b>NA</b>	<b>0</b>	<b>NA</b>	<b>0</b>	<b>NA</b>	<b>0</b>	<b>NA</b>
<b>Other than Permanent Workers</b>											
Male	845	845	100%	845	100%	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
<b>Total</b>	<b>845</b>	<b>845</b>	<b>100%</b>	<b>845</b>	<b>100%</b>	<b>0</b>	<b>NA</b>	<b>0</b>	<b>NA</b>	<b>0</b>	<b>NA</b>

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.14%	0.11%

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

Sr. No.	Benefits	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100	100	Y	100	100	Y
2	Gratuity	100	100	Y	100	100	Y
3	ESI	4	0	Y	4	0	Y

**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 the entity is taking any steps in this regard.**

Yes, all the workplaces of the Company are equipped with sufficient infrastructure and measures required for differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016, which includes easily accessible routes through ramps, corridors, etc. In addition to this, the specially-abled restrooms, and signages in the building are also designed based on the need for accessibility of the workplace by all.

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

Yes, the Company has adopted an equal employment opportunity policy published internally for all its employees to provide the same chances for employment, advancement, and benefits to everyone without discriminating due to protected characteristics like Age, Sex / Gender, Sexual orientation, HIV status, physical/mental/sensory disability, past or present military service, marital, family medical history or genetic information, etc. With the objectives of improving recruitment and retention, avoiding unfair discrimination & harassment, and putting the entire workforce to the best possible use, the Company is committed to the principles of equal employment opportunities for all employees.

**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	NA	NA	NA	NA
Female	1	100%	NA	NA
<b>Total</b>	<b>1</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

\*Note - The Company doesn't have any permanent workers.

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

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	NA	NA
Other than Permanent Workers	Yes	The Company has a grievance handling policy, which is available internally, to promote a supportive and open culture for accepting, assessing resolving complaints most transparently and ethically. A Grievance Committee is constituted at every plant location, inclusive of five members comprising of a Senior person from HR, the Plant head, and three members, to address the concerns raised by employees and provide prompt and fair resolution following efficient procedure.
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

**7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: None**



Business Responsibility & Sustainability Report [BRSR] (Contd.)

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current FY)					FY 2022-23 (Previous FY)				
	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)	No. (B)		No. (E)	% (E/D)	No. (F)	%(F/D)
<b>Permanent Employees</b>										
Male	1,238	1,077	87%	1,091	88%	1,072	996	93%	137	13%
Female	41	12	29%	13	32%	39	20	51%	10	26%
<b>Total</b>	<b>1,279</b>	<b>1,089</b>	<b>85%</b>	<b>1,104</b>	<b>86%</b>	<b>1,111</b>	<b>1,016</b>	<b>91%</b>	<b>147</b>	<b>13%</b>
<b>Other than Permanent Workers*</b>										
Male	845	845	100%	845	100%	688	688	100%	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
<b>Total</b>	<b>845</b>	<b>845</b>	<b>100%</b>	<b>845</b>	<b>100%</b>	<b>688</b>	<b>688</b>	<b>100%</b>	<b>0</b>	<b>NA</b>

\*Note - The Company doesn't have any permanent workers.

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who had a career review (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who had a career review (D)	%(D/C)
<b>Permanent Employees</b>						
Male	1,238	1,238	100%	1,072	1,072	100%
Female	41	41	100%	39	39	100%
<b>Total</b>	<b>1,279</b>	<b>1,279</b>	<b>100%</b>	<b>1,111</b>	<b>1,111</b>	<b>100%</b>
<b>Permanent Workers</b>						
Male	NIL					
Female						
<b>Total</b>						

**Note:** Only permanent employees are considered for performance review. The figures in A and C indicate the number of employees eligible for review in the relevant years (which doesn't include the persons who joined the Company within six months of the closure of the financial year and persons serving notice period) and the figures in B and D indicate the number of eligible employees reviewed.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity. (Yes/No)	Yes, the Company has implemented a robust occupational health & safety management system across all its manufacturing facilities to ensure a safe working environment.
a.1. What is the coverage of such a system?	The Company has obtained Responsible Care Certification and ISO 45001 (OHSAS) certification for all its manufacturing plants.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Processes to identify work-related hazards include Hazard Identification & Risk Assessment, Internal Audits, Process Hazard Analysis, Job Safety Assessment, Safe Work Permits, Plant shutdown Startup procedure, HAZOP study, PMP procedure, etc.

<b>c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Yes/No)</b>	Yes. A safety committee is constituted at all plant locations and employees are encouraged to report the work-related hazards to the safety committee. In addition to this, all employees are also provided with the opportunity to discuss work-related incidents during daily morning meetings conducted at plants.
<b>d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b>	Yes

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

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
<b>Lost Time Injury</b>	Employees	0	0.47
<b>Frequency Rate (LTIFR) (per one million person-hours worked)</b>	Workers	0	0.47
<b>Total recordable work-related injuries</b>	Employees	0	1
	Workers	0	1
<b>No. of fatalities</b>	Employees	0	0
	Workers	0	0
<b>High-consequence work-related injury or ill-health (excluding fatalities)</b>	Employees	0	0
	Workers	0	0

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

All employees of the Company are provided with training on Health and Safety at the workplace by the EHS department. The refresher training is also provided to the employees to improve EHS performance. In addition to this, periodical mock drills are also conducted to strengthen emergency response. Employees are involved in the Safety Week celebration to enhance safety culture. The guidelines of Responsible Care, ISO-45001, Factory Act, Environment Protection Act, Pollution Prevention Act, and requirements related to Petroleum & Explosive Safety Organization are taken to ensure a safe environment and workplace.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
<b>Working Conditions</b>	0	0	NA	0	0	NA
<b>Health &amp; safety</b>	0	0	NA	0	0	NA

**14. Assessments for the year:**

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	100% of the plants are assessed regularly by the factory inspector, ISO Certification body, and ICC.
<b>Working Conditions</b>	100% of the plants are assessed regularly by the factory inspector, ISO Certification body, and ICC.

**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.**

Not Applicable



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

## 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)
- a. Employees (Yes/No): Yes
- b. Workers (Yes/No): Yes

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

As per the provisions in Company policy, all value chain partners are required to provide proof of statutory dues paid within the time limit to respective authorities while raising the invoices.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Current FY 2023-24	Previous FY 2022-23	Current FY 2023-24	Previous FY 2022-23
Employees	0	0	1	0
Workers	0	0	0	0

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

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of plants are assessed regularly by the factory inspector
Working Conditions	100% of plants are assessed regularly by the factory inspector

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

Not Applicable

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders**

**ESSENTIAL INDICATORS**

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

The Company follows a robust procedure to identify stakeholder groups that either have a significant impact on the business or are significantly impacted by the Company’s business and categorize them as ‘key stakeholders’. The Company identifies promoters, employees, customers, business associates, investors, dealers, suppliers, residents, and regulatory agencies as its ‘key stakeholders’. As a responsible business entity, the Company recognizes all stakeholders and employs both formal and informal mechanisms to understand their needs, concerns, and expectations. The Company maintains constructive relationships, fostering collaboration and mutual understanding, and ensuring that interests and concerns of its stakeholders are considered in the decision-making process. The Company has adopted the Code of Conduct to define the responsibilities that the Board Members and Senior Management have towards other stakeholders in the Company.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:**

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> <li>Annual Report</li> <li>Press releases</li> <li>Company website</li> <li>Regulatory filings</li> </ul>	As per requirement	<ul style="list-style-type: none"> <li>Financial performance</li> <li>Responsible investment</li> <li>Ethical business conduct</li> <li>Long-term business growth</li> <li>Risk management</li> <li>Corporate governance</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Employee engagement surveys</li> <li>Project Meetings</li> <li>Policies</li> <li>Training and development</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Environment, Health and safety</li> <li>Training and learning</li> <li>Career progression</li> <li>Growth opportunities</li> <li>Recognition</li> <li>Job security</li> <li>Fair remuneration</li> <li>Work-life balance</li> <li>Accessibility and affordability of healthcare</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Surveys</li> <li>Performance review meetings</li> <li>Customer meetings and audits</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Product quality and safety</li> <li>Data privacy and security</li> <li>Value-added services</li> <li>Customer satisfaction</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>Supplier performance evaluation</li> <li>Supplier engagement forum</li> <li>Procurement meetings</li> </ul>	As per requirement	<ul style="list-style-type: none"> <li>Supply chain management</li> <li>Ethical business conduct</li> <li>Risk and opportunity management</li> <li>Material sourcing</li> <li>Sustained business growth</li> <li>Supplier development</li> </ul>
Local Residents	Yes	<ul style="list-style-type: none"> <li>CSR projects</li> <li>Employee social impact</li> <li>Awareness programs</li> </ul>	Continuous, Need-based, Annually	<ul style="list-style-type: none"> <li>Contributions to community welfare</li> <li>Adherence to community expectations and needs</li> <li>Brand value management</li> </ul>
Regulatory Agencies	No	<ul style="list-style-type: none"> <li>Legal filings</li> <li>Industry representations</li> <li>Forums</li> </ul>	As per requirement	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Participation in public policy</li> <li>Corporate governance</li> <li>Disclosures</li> </ul>





## Business Responsibility &amp; Sustainability Report [BRSR] (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?**

The consultation with stakeholders on various economic, environmental, and social aspects has been delegated to respective business/function heads, who gather feedback and address concerns. The Company strives to continue engagement with its key stakeholders who help to set expectations, thereby establishing trust and fostering open communication.

**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 the policies and activities of the entity.**

Yes, the Company has conducted a robust stakeholder consultation, as a part of its materiality assessment by proactively engaging with its key internal stakeholders. This has aided in the identification of key material environmental, social, and governance topics, thereby, developing effective strategies for efficient management of identified material topics. Based on the identified topics, the Company has formulated an Environmental, Social, and Government (ESG) policy which acts as a guided policy commitment for the management of the material topics in the business operations.

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

The Company has implemented various initiatives with the help of its CSR team for the vulnerable and marginalized stakeholder groups. The CSR projects carried out by the Company cover healthcare, gender equality, education, water, sanitation, rural development, environment and other efforts. Some of the CSR engagement details are given below:

- **Healthcare** – The Company supported to transformation of lives of children diagnosed with a critical illness with an amount of ₹ 19.25 Lakhs for Make a Wish Foundation. The Company supported FMCH India with ₹ 15 Lakhs in their endeavour to prevent and reduce chronic malnutrition among children in the First 1000 days in a community setting through nutrition specific interventions. ₹ 10 Lakhs was donated to SRCC Children's Hospital for help in Paediatric Surgery.
- **Education** – The Company provided financial support of ₹ 50 Lakhs to Shivtej Arogya Seva Sanstha for the construction of a mess building benefitting over 200 students. Contributed ₹ 15 Lakhs to Dnyandeep Shikshan Prasarak Mandal, Khed towards the construction of a college building & additional infrastructure development for students to promote higher education. We supported Institute of Chemical Technology with ₹ 100 Lakhs for the reconstruction of the facility used for computational work in the Chemical Engineering department.
- **Water** – The Company supported the provision of solar-powered pumps which have improved drinking water access for 170 families in Kotavali, Khed.
- **Environment** – To promote Agroforestation initiatives, we supported Farmer for Forest with ₹ 20 Lakhs for a diverse set of interventions focused on environmental sustainability like provision of diverse range of tree saplings, use of indigenous tree species in reforestation, enhancement of soil health, fertility etc.
- **Rural Development** – The Company donated ₹ 20 Lakhs for the construction of a Social Community Hall at Fauji Ambavde, Mahad and ₹ 10 Lakhs at Nadgaon Tafe, Birwadi, Mahad. We contributed ₹ 7 Lakhs to the Chambarkhind Grampanchayat, Mahad for Garbage tippers.

**PRINCIPLE 5: Businesses should respect and promote human rights**

**ESSENTIAL INDICATORS**

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1,279	1,279	100%	1,111	1,111	100%
Other than permanent	26	26	100%	14	14	100%
<b>Total Employees</b>	<b>1,305</b>	<b>1,305</b>	<b>100%</b>	<b>1,125</b>	<b>1,125</b>	<b>100%</b>
<b>Workers</b>						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	845	845	100%	688	688	100%
<b>Total Workers</b>	<b>845</b>	<b>845</b>	<b>100%</b>	<b>688</b>	<b>688</b>	<b>100%</b>

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Permanent Employees</b>										
Male	1,238	0	NA	1,238	100%	1,059	0	NA	1,059	100%
Female	41	0	NA	41	100%	38	0	NA	38	100%
<b>Total</b>	<b>1,279</b>	<b>0</b>	<b>NA</b>	<b>1,279</b>	<b>100%</b>	<b>1,097</b>	<b>0</b>	<b>NA</b>	<b>1,097</b>	<b>100%</b>
<b>Other than Permanent</b>										
Male	26	0	0%	26	100%	13	0	0%	13	100%
Female	0	0	NA	0	NA	1	0	0%	1	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other than Permanent</b>										
Male	845	641	76%	204	24%	688	688	100%	0	0
Female	0	0	NA	0	NA	0	0	NA	0	NA



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

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

## a. Median Remuneration / Wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective categories (₹ In Lakhs)	Number	Median remuneration/ salary/ wages of respective categories (₹ In Lakhs)
Board of Directors	4	71.06	4	48.53
KMPs	2	75.43	0	NA
Employees other than BoD and KMP	1,234	5.25	39	6.88
Workers	The Company doesn't have any permanent workers			

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	5.34%	4.85%

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

Yes, the Company has established a standing forum at both the Group level and Individual level to aid and advise the management in its approach towards building sustainable Human Rights. The Human Resources department is identified as the responsible authority to implement the policy and conduct periodic audits to ensure compliance with the policy provisions. Human Rights policy focuses on essential elements, e.g., Freely chosen employment, No underage workers, Minimum wage/hour and other benefits, Humane treatment, Freedom of collective bargaining, and Workplace health and safety.

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

The Company has adopted the Grievance Addressing and Handling Policy and Human Rights Policy as it is committed to creating an environment that inculcates respect and support for human rights and seeks to avoid connivance in human rights abuses. Both policies are available internally for all employees. The Company supports the dignity and well-being of all stakeholders including employees, management, community, customers, and suppliers. As outlined in the policy, HR is made responsible for the implementation, periodic review, and compliance with the Human Rights matters.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights-related issues	0	0	NA	0	0	NA

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

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

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

The Company has a Prevention of Sexual Harassment Policy in place which can be accessed at the <https://vinatiorganics.com/wp-content/uploads/2021/05/POLICY-AGAINST-SEXUAL-HARASSMENT.pdf>. The Company has constituted a Complaints Committee to address the sexual harassment complaints and provide resolution with the utmost fair manner and integrity. The policy has defined steps on how to raise complaints with the corrective actions for offenders and provision of protection to complainants.

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

Yes, the Company ensures that the Human Rights Requirements form a part of the business agreements and contracts.

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Child labour</b>	Nil
<b>Forced/involuntary labour</b>	Nil
<b>Sexual harassment</b>	Nil
<b>Discrimination at workplace</b>	Nil
<b>Wages</b>	Nil
<b>Others – Please Specify</b>	Nil

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

Not Applicable

**LEADERSHIP INDICATORS**

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

Not applicable, as during the reporting period, no business process was modified as a result of addressing human rights grievances/complaints.

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

No, the Company has not conducted any Human Rights Due Diligence. However, there is an internal management check to ensure compliance with all human rights-related aspects, within the Company's business operations.

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

Yes, all the workplaces of the Company are equipped with sufficient infrastructure and measures required for differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016, which includes easily accessible routes through ramps, corridors, etc. In addition to this, the specially-abled restrooms, and signages in the building are also designed based on the need for accessibility of workplace by all.



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

## 4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at Workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please Specify	

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

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

## ESSENTIAL INDICATORS

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

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	97,288	69,838
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	97,288	69,838
<b>From non-renewable sources</b>		
Total electricity consumption (D)	2,17,504	56,645
Total fuel consumption (E)	16,66,284	15,00,176
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	18,83,788	15,56,821
<b>Total energy consumed (A+B+C+D+E+F)</b>	19,81,076	16,26,659
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.0001043	0.0000785
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.0023356	0.0017294
<b>Energy intensity in terms of physical output (Production in MT)</b>	11.19	12.82
Energy intensity (optional) – the relevant metric may be selected by the entity	-	

**Note:** The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 & 2024 by the International Monetary Fund for India which is 22.17 & 22.40 respectively.

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

No

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

No

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third-party water	3,62,699	81,712
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	9,842	2,25,466
<b>Total volume of water withdrawal (in kilolitres)</b> (i + ii + iii + iv + v)	3,72,541	3,07,178
<b>Total volume of water consumption (in kilolitres)</b>	3,58,255	3,07,178
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover) (kg per ₹ of revenue)	0.0000189	0.00001473
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.0004220	0.0003265
<b>Water intensity in terms of physical output</b>	2.154	2.422
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		

**Note: The generated effluent is treated by Primary, Secondary, and Tertiary treatment**

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

Yes, Maharashtra Industrial Development Corporation has performed an external assessment for this activity at the Lote plant.

**4. Provide the following details related to water discharged**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	14,286	7,300
- No treatment		
- With treatment – please specify level of treatment	14,286	7,300
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>14,286</b>	<b>7,300</b>

**Note: The generated effluent is treated by Primary, Secondary, and Tertiary treatment**

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

**(Y/N) If yes, name of the external agency.**



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

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

Yes. The antioxidants plant is ZLD. RO & MEE installed to recover treated water from ETP

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	MT	11.41	10.48
SOx	MT	9.37	8.11
Particulate matter (PM)	MT	63.58	55.63
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

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

- No

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	2,00,781	1,44,126
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	48,938	11,250
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover (tCO<sub>2</sub>e per ₹)</b>	tCO <sub>2</sub> e	0.0000131	0.0000075
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.0002943	0.0001651
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		1.50	1.22
<b>Total Scope 1 and Scope 2 emission intensity</b> (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, the name of the external agency.

--No

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

Yes. We are installing solar energy projects to reduce the scope-II emissions

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	145	12.08
E-waste (B)	0.12	0.20
Bio-medical waste (C)	0.013	0.01
Construction and demolition waste (D)	0	749.8
Battery waste (E)	0.104	0.51
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	210	171.8
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,765	248.46
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>5,120</b>	<b>1,183</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000269	0.000000057
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000006036	0.000001258
Waste intensity in terms of physical output	0.031	0.009
Waste intensity (optional) – the relevant metric may be selected by the entity		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	4,770	36.61
(ii) Re-used	0	976.53
(iii) Other recovery operations	0	0
<b>Total</b>	<b>4,770</b>	<b>1,013</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	182	151.57
(ii) Landfilling	23	18.14
(iii) Other disposal operations	0	0
<b>Total</b>	<b>205</b>	<b>169.71</b>

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

- No





## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

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

The waste generated from the process is segregated and stored as per CPCB norms and disposed of through CPCB-approved vendors. We have taken steps to reduce waste through process optimization. Effluent is recycled and reused by the installation of RO/MEE.

**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:**

None of the operations/offices of the Company are situated in ecologically sensitive areas.

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

Not applicable as 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, the Company is Responsible Care & ISO 14000 certified and is compliant with Maharashtra Pollution Control Board norms.

**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	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>		
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		

Parameter	FY 2023-24	FY 2022-23
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (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.

**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**

**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**

Sr No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

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

The company has developed an Onsite Emergency Plan at each location and identified risk-based scenarios and mock drills are conducted quarterly.

**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.**

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



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

**PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent****ESSENTIAL INDICATORS****1. a) Number of affiliations with trade and industry chambers/ associations.**

The Company is a member of two (2) trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Mahad Manufacturing Association	State
2	Lote Parshuram Industrial Association	State
3	Indian Chemical Council	National

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

During the financial year 2023-24, the Company has not received any cases related to anti-competitive practices.

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

S No	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.****ESSENTIAL INDICATORS****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year-**

During the financial year 2023-24, no social impact assessment was performed for the projects undertaken by the Company.

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

Not Applicable

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

The Company proactively meets with key stakeholder groups including local communities, to increase awareness about the Company's business, provide explanations of their standpoints, and answer queries as well.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ Small producers	NIL	NIL
Sourced directly from within the district and neighbouring districts	42%	20%

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

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	78.96%	79.83%
Semi-Urban	-	-
Urban	-	-
Metropolitan	21.04%	20.17%

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

### LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken

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

Sr. No.	State	Aspirational District	Amount Spent (In ₹)

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)  
 b. From which marginalized /vulnerable groups do you procure?  
 c. What percentage of total procurement (by value) does it constitute?
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share

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

Name of authority	Brief of the Case	Corrective action taken



## Business Responsibility &amp; Sustainability Report [BRSR] (Contd.)

## 6. Details of beneficiaries of CSR Projects.

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Eradicating hunger, poverty malnutrition, sanitation, and making available safe drinking water.	20,000+	100%
2	Promoting education, including special education and employment enhancing vocation skills, especially among children, women, elderly, and the differently abled and livelihood enhancement projects.	5,000+	100%
3	Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, daycare centers, and other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups	12,000+	100%
4	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources, and maintaining the quality of soil, air, and water	700+	100%
5	Measures for the benefit of armed forces veterans, war widows, and their dependents	500+	NA
6	Training to promote rural sports, nationally recognized sports, paralympic sports, and Olympic sports	100+	NA
7	Rural development projects	10,000+	100%

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

## ESSENTIAL INDICATORS

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

The Company has a robust mechanism in place to channel and redress consumer complaints, welcomes feedback for incorporation in business operations through ongoing interactions, and strives to respond to them promptly. With the intent to work in collaboration with its consumers, the Company has a dedicated segment on its website 'Enquire Now' which provides a platform to the consumers and other stakeholders to raise any query.

Weblink to the website: <https://vinatiorganics.com/contact-us/>

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

Information related to	As a percentage of total turnover
Environment and Social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

## 3. Number of consumer complaints

	FY 2023-24 Current Financial Year		FY 2022-23 Previous Financial Year	
	Received during the year	Pending resolution at the end of the year	Received during the year	Pending resolution at the end of the year
Data privacy	0	NA	0	NA
Advertising	0	NA	0	NA
Cyber-security	0	NA	0	NA

	FY 2023-24 Current Financial Year		FY 2022-23 Previous Financial Year	
	Received during the year	Pending resolution at the end of the year	Received during the year	Pending resolution at the end of the year
<b>Delivery of essential services</b>	0	NA	0	NA
<b>Restrictive Trade Practices</b>	0	NA	0	NA
<b>Unfair Trade Practices</b>	0	NA	0	NA
<b>Others (Specifications, Labelling, and Packaging)</b>	0	NA	0	NA

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

	Number	Reason for recall
<b>Voluntary recalls</b>	Nil	NA
<b>Forced recalls</b>	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 to the policy.**

Yes. The Company has framed and implemented the policies on Data Privacy and Cyber Security, with the provisions of controlling the access to confidential and sensitive data. These policies also address the numerous operational risks of Physical risk, Network risk, and cyber risk. Prohibition on wireless devices and networks is ensured through these policies which are available internally for employees.

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

Not Applicable

**7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches - 0
- b. Percentage of data breaches involving personally identifiable information of customers - NA
- c. Impact, if any, of the data breaches - NA

**LEADERSHIP INDICATORS**

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

The Company transparently discloses and shares the information of its products to all its stakeholders. The Company's website has a designated segment on 'Our Products', covering details of its products such as Speciality Aromatics, Speciality Monomers, Butyl Phenols, Other Speciality Products, and Miscellaneous polymers. It highlights details such as product specifications and properties, dosage and directions for use, industry application, and packing.

Web link to the platform for accessing information on the Company's products and services - <https://vinatiorganics.com/speciality-aromatics/>

- 2.** Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. – Our product brochures covers the responsible usage on handling of our products. Product information is also mentioned on the website.
- 3.** Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
- 4.** Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) 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)