

August 20, 2024

<b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001,  <b>Scrip Code: 543266</b>	<b>National Stock Exchange of India Limited</b> Exchange Plaza, 5 <sup>th</sup> Floor Plot no. C/I, G Block, Bandra - Kurla Complex, Bandra (E), Mumbai - 400 051.  <b>Symbol: HERANBA</b>
---	--

Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations 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 part of the Annual Report for the financial year 2023-24.

Please take the same on record.

Thanking you.

**For Heranba Industries Limited**

**Abdul Latif**  
**Company Secretary and Compliance Officer**  
**Membership No.: A17009**

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURE

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L24231GJ1992PLC017315	
2	Name of the Listed Entity	Heranba Industries Limited	
3	Date of Incorporation	17-03-1992	
4	Registered Office address	Plot No. 1504/1505/1506/1 GIDC, Phase-III, Vapi-Valsad - 396195, Gujarat.	
5	Corporate address	2 <sup>nd</sup> Floor, A Wing, Fortune Avirahi, Jain Derasar Lane, Borivali (W), Mumbai-400092.	
6	E-mail ID	<a href="mailto:compliance@heranba.com">compliance@heranba.com</a>	
7	Telephone	+91 22 5070 5050	
8	Website	<a href="http://www.heranba.co.in">www.heranba.co.in</a>	
9	Financial Year for which reporting is being done	Start Date	End Date
	Current Financial Year	April 01, 2023	March 31, 2024
	Previous Financial Year	April 01, 2022	March 31, 2023
	Prior to Previous Financial year	April 01, 2021	March 31, 2022
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE)/BSE Limited (BSE)	
11	Paid-up Capital	₹ 40,01,34,670	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report		
	Name of Contact Person	Mr. Abdul Latif, CS & Compliance Officer	
	Contact Number of Contact Person	022 5070 5014	
	E-mail of Contact Person	<a href="mailto:compliance@heranba.com">compliance@heranba.com</a>	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis	
14	Whether the Company has undertaken reasonable assurance of the BRSR Code	No	
15	Name of assurance provider	N.A.	
16	Type of assurance obtained	N.A.	

### II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing	Engaged in the business of manufacturing, selling, distributing, purchasing and dealing of Insecticides, Fungicides, Herbicides, Weedicides and Public Health Service	100%

#### 18. Products/Services sold by the entity (accounting for 90% of the turnover):

Sr. No.	Product/Service	NIC Code	% of Turnover contributed
1	Insecticides Herbicides, Fungicides, Public Health	20211	100%



### III. Operations

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

Location	Number of plants	Number of offices	Total
Nation	4	26	30
International	0	0	0

#### 20. Markets served by the entity:

##### a. Number of locations:

Location	Number
National (No. of State and Union Territory)	20
International (No. of Countries)	72+
a. What is the contribution of exports as a percentage of total turnover of the entity?	35%
b. A brief on types of customers	The Company serves various customers including farmers, retailers, distributors, wholesaler through its domestic business stock depots and agrochemical companies and other distributors through the international business. The Company's products are consumed within India as well as across the globe.

### IV. Employees

#### 21. Details as at the end of Financial Year:

##### A. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>EMPLOYEES</b>								
1	Permanent (D)	555	539	97.12%	16	2.88%	0	0.00%
2	Other than permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
<b>3</b>	<b>Total employees (D + E)</b>	<b>555</b>	<b>539</b>	<b>97.12%</b>	<b>16</b>	<b>2.88%</b>	<b>0</b>	<b>0.00%</b>
<b>WORKERS</b>								
4	Permanent (F)	320	319	99.69%	1	0.31%	0	0.00%
5	Other than permanent (G)	998	953	95.49%	45	4.51%	0	0.00%
<b>6</b>	<b>Total workers (F + G)</b>	<b>1318</b>	<b>1272</b>	<b>96.51%</b>	<b>46</b>	<b>3.49%</b>	<b>0</b>	<b>0.00%</b>

##### B. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
<b>3</b>	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>DIFFERENTLY ABLED WORKERS</b>								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
<b>6</b>	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

#### 22. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel*	6	0	0.00%

\*Key Management Personnel refers to the Managing Director, Whole-Time Director, Chief Financial Officer and Company Secretary as defined under Section 203(1) of the Companies Act, 2013.

### 23. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years:

Particulars	Turnover rate in current FY (2023-24)				Turnover rate in previous FY (2022-23)				Turnover rate in the year prior to the previous FY (2021-22)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	3.15%	6.25%	0.00%	3.39%	5.31%	6.67%	0.00%	5.35%	7.25%	5.56%	0.00%	7.19%
Permanent Workers	0.62%	0.00%	0.00%	0.62%	0.32%	0.00%	0.00%	0.32%	1.84%	0.00%	0.00%	1.83%

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

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

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Mikusu India Private Ltd	Subsidiary	100.00%	No
2	Heranba Organics Pvt. Ltd	Subsidiary	100.00%	No
3	Daikaffil Chemicals India Limited	Subsidiary	48.48%	No

## VI. CSR Details

### 25.

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹)	12,74,74,73,470.50
(iii) Net worth (in ₹)	8,77,46,36,686.01

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/N.A.)	(If Yes, then provide web-link for grievance redress policy)	FY (2023-24)			FY (2022-23)			(If N.A., then provide the reason)
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
Communities	Yes		0	0	-	0	0	-	-
Investors (other than shareholders)	Yes		0	0	-	0	0	-	-
Shareholders	Yes	<a href="https://www.heranba.co.in/policies/">https://www.heranba.co.in/policies/</a>	0	0	-	22	0	-	-
Employees and workers	Yes		0	0	-	0	0	-	-
Customers	Yes		0	0	-	0	0	-	-
Value Chain Partners	Yes		0	0	-	0	0	-	-
Other (please specify)	-		-	-	-	-	-	-	-



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

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

Sr. No.	Material Issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
1	Customer Experience & Satisfaction	Opportunity	Our object is providing innovative products to our customer mainly farmers to maximize their farm output.  Our mission is to improve Crop Productivity and Public Health.	-	Positive
2	Natural Disasters including Climate Change	Risk/Opportunity	<p><b>R-</b> Business interruption due to natural risks like fire, cyclone, floods, war, drought, earthquakes, or any other nature-caused calamity, affects the regular operation of Company</p> <p><b>O-</b> The potential carbon routes for reducing GHG emissions offer distinct operational and energy supply opportunities</p> <p><b>O-</b> Clean energy integration in existing electric networks</p> <p><b>O-</b> Investment of capital in assets that will serve diversified electricity and fuel retrofitting on the energy supply system</p>	<ul style="list-style-type: none"> <li>The property of the Company is adequately insured against various natural risks.</li> <li>Fire Hydrants have been installed at all manufacturing locations.</li> <li>Other apparatus like extinguishers filled with chemical, foam etc. have been placed at fire sensitive locations and regular fire safety drills are carried out.</li> <li>First aid training is given to watch and ward staff and safety personnel.</li> <li>Engaging professional Risks Assessing Advisors who conduct periodical audit/ review and suggest risks improvement measures from time to time.</li> </ul>	Negative/Positive
3	Occupational health & safety hazards	Risk	Adverse incidents (loss of life, lost days, damage to assets, environment) due to safety gaps may impact business operations, reputation, Relationships, etc.	<ul style="list-style-type: none"> <li>Regular Medical Checkup from time to time.</li> <li>Detailed SOPs for health and safety measure and adherence thereto followed strictly.</li> <li>Employee training to handle hazardous chemicals.</li> <li>Providing a safe and healthy workplace environment.</li> <li>To create a workplace free of injuries, fatalities, and illness (both chronic and acute, and physical and mental health) through trainings, appropriate personal protective equipment, incident tracking and reporting, etc.</li> <li>Safety risk assessment and audit.</li> <li>Continuous improvement in responsible manufacturing and lead indicator tracking.</li> <li>Implementation of certain elements of Process Safety Management.</li> </ul>	Negative

Sr. No.	Material Issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
4	Process and Product Development	Opportunity	<ul style="list-style-type: none"> <li>• Faster business growth</li> <li>• Increase in profitability</li> <li>• Satisfaction of internal and external stakeholders</li> <li>• Optimal use of available resources</li> </ul>	<ul style="list-style-type: none"> <li>• Providing highest level of support in product research, development, and registration.</li> <li>• Constantly striving toward developing a cost-effective process for manufacturing Active Ingredients and Intermediates for Herbicides, Insecticides &amp; Fungicides and to develop new formulations of Crop protection products.</li> <li>• A state-of-the-art R&amp;D center and a pilot plant.</li> <li>• Formulation-Development Lab has been set up with Lab Scale pieces of equipment. The facility fulfills the requirement for Organic Synthesis as well as Formulation Development.</li> <li>• A well-qualified team of research personnel and scientists working on the continuous improvement of existing products and the development of new products.</li> <li>• Robust product and process studies conducted from early stage &amp; frequently review of product pipeline development.</li> </ul>	Positive
5	Supply Chain	Risk/Opportunity	<p><b>R-</b> Use of outside transport services</p> <p><b>R-</b> Business continuity</p> <p><b>R-</b> Market reputation</p> <p><b>O-</b> Commitment to customers</p>	<ul style="list-style-type: none"> <li>• Sourcing committed and dedicated service providers</li> <li>• Exploring possibility of an inhouse logistic mechanism if the situation demands</li> <li>• Possibilities to optimize the operations, by having a combination of transportation through road/rail and sea/air are explored</li> <li>• Comprehensive transit risk insurance coverage for all incoming and outgoing goods across the organization</li> <li>• Identify new sources and optimize procurement actions to ensure continued production</li> <li>• Our supplier and distribution network are widespread and inherently exposed to risks from disruption. We undertake detailed assessments of our suppliers and third-party contract manufacturers at the time of onboarding and periodically. These assessments cover a multitude of ESG topics like labor rights, fair wages, and regulatory compliances.</li> </ul>	Positive/Negative



Sr. No.	Material Issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
6	Human Capital i.e. Talent Management, Attrition, Retention and Development	Opportunity/Risk	<p><b>O-</b> Human Capital is key to the success of business and employee engagement and competence plays a vital role in organizational development.</p> <p><b>O-</b> Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury</p> <p><b>O-</b> Providing a needs-based and innovative range of training courses, notably in forward thinking fields of expertise like digitalization</p> <p><b>O-</b> Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company</p> <p><b>O-</b> Providing programmes that are specifically designed for roles which require upgraded skills</p> <p><b>R-</b> Employee Turnover Risks, involving replacement risks, training risks, skill risks, etc.</p> <p><b>R-</b> Unrest Risks due to Strikes and Lockouts</p>	<ul style="list-style-type: none"> <li>• Company has proper recruitment policy for recruitment of personnel at various level in the organization.</li> <li>• Proper appraisal system to give yearly increment is in place.</li> <li>• Employees are trained at regular intervals to upgrade their skills.</li> <li>• Labour problems are obviated by negotiations and conciliation.</li> <li>• Activities relating to the welfare of employees are undertaken.</li> </ul>	Positive/Negative
7	Quality of Products	Opportunity	<ul style="list-style-type: none"> <li>• The Company has its in-house quality control laboratories in three of its manufacturing units to ensure that it offers superior crop-protection and public health solutions.</li> <li>• Each of our laboratory is fully equipped and dedicated towards the quality of Input materials, In-Process materials, and finished goods.</li> <li>• Our laboratories are also equipped with advanced technologies that enables them to offer more precise standards of quality.</li> <li>• Our Quality Control Laboratories are accredited by NABL under ISO/IEC-17025:2017.</li> <li>• Additionally, our R&amp;D efforts involves the inclusion of highly-qualified experts and scientists equipped with cutting-edge equipment and technology who consistently work on improving existing products and innovate newer ones.</li> <li>• Our teams proactively tracks regulatory and non-regulatory complaints and grievances and works towards redressing them in an effective manner.</li> </ul>	-	Positive

Sr. No.	Material Issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
8	Corporate Governance and Management of the Legal & Regulatory Environment	Risk	<ul style="list-style-type: none"> <li>Loss of reputation.</li> <li>Incurring or levying of penalties.</li> <li>Satisfaction of internal and external stakeholders.</li> <li>Long-term adverse direct or indirect environmental and social impact.</li> </ul>	<ul style="list-style-type: none"> <li>Digitally enabled regulatory compliance tracking and review of new requirements</li> <li>Periodical assurance to the Board/Audit Committee/Senior Management</li> <li>Policy revision/up gradation/ Board review</li> <li>The Company is governed by various laws and the Company has to do its business within four walls of law, where the Company is exposed to legal risk exposure.</li> <li>To safeguard the Company engages professionals and advisors who focus on evaluating the risks involved in a contract, ascertaining our responsibilities under the applicable law of the contract, restricting our liabilities under the contract, and covering the risks involved, to meet the general and specific requirements so that they can ensure adherence to all contractual obligations and commitments</li> </ul>	Negative
9	Pollution Free Environment	Risk	Failure to provide a safe working environment exposes the Company to compensation liabilities, suboptimal productivity, loss of business reputation and other costs	<ul style="list-style-type: none"> <li>All the necessary pollution control norms for air, water a noise etc. are followed</li> <li>Disposal of hazardous waste is monitored within permissible limits</li> <li>All hazardous waste is disposed to Pollution Control Board approved Land Filling and Incineration Facilities.</li> </ul>	Negative
10.	Data Protection	Risk	<ul style="list-style-type: none"> <li>System capability &amp; reliability</li> <li>Data integrity risks including password management</li> <li>Coordinating and interfacing risks</li> <li>Risk of confidential data leakage via USB drives/flash drives, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Systems Administrator monitors and upgrades the systems on a continuous basis.</li> <li>Password protection is provided at different levels to ensure data integrity.</li> <li>Licensed software is being used in the systems.</li> <li>The Company ensures "Data Security", by having access control/restrictions.</li> </ul>	Negative





## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Guidelines for Responsible Business Conduct (NGRBCs) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

<b>P1</b>	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
<b>P2</b>	Businesses should provide goods and services in a manner that is sustainable and safe.
<b>P3</b>	Businesses should respect and promote the well-being of all employees, including those in their value chains.
<b>P4</b>	Businesses should respect the interests of and be responsive to all its stakeholders.
<b>P5</b>	Businesses should respect and promote human rights.
<b>P6</b>	Businesses should respect and make efforts to protect and restore the environment.
<b>P7</b>	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
<b>P8</b>	Businesses should promote inclusive growth and equitable development.
<b>P9</b>	Businesses should engage with and provide value to their consumers in a responsible manner.

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		In addition to the BRSR Policy, the Company has Human Rights Policy, CSR Policy, Vigil Mechanism Policy, Sexual Harassment Policy, Anti-corruption and other policies that covers elements of NGRBC principles.								
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	<a href="https://www.heranba.co.in/policies">https://www.heranba.co.in/policies</a>								
2	<b>Whether the entity has translated the policy into procedures. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes
3	<b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes
4	<b>Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	<p>Most of the policies are aligned to National Guidelines on Responsible Business Conduct (NGRBC) issued by Ministry of Corporate Affairs and some other standards such as Bureau of Indian Standard/Generally accepted standards., the guidelines, norms and directives of different State and Central Government. Company has obtained 17 Certification under national and international codes/certifications/labels/standards as follows:</p> <ul style="list-style-type: none"> <li>• Three Star Export House;</li> <li>• ISO 9001:2015 Production and Dispatch of Agro Based Formulations such as Insecticides, Fungicides and Herbicide;</li> <li>• ISO 14001:2015 Manufacture and Supply of Deltamethrin, Lamda Cyhalothrin and Profenofos Technical;</li> <li>• HACCP Principles Production and Distribution of Agro Based Formulations &amp; Public Health Products such as Insecticides, Fungicides and Herbicide;</li> <li>• WHO Approval- Heranba's Products, Deltamethrin &amp; Alpha Cypermethrin has been incorporated in the WHO/FAO specifications and Evaluation;</li> </ul>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<ul style="list-style-type: none"> <li>• 11 BIS Licenses (Bureau of Indian Standards, ISI Certificate) for:               <ol style="list-style-type: none"> <li>(1) Alphacypermethrin 5%WP;</li> <li>(2) Deltamethrin 2.5% WP;</li> <li>(3) Lamda Cyhalothrin 10% WP;</li> <li>(4) Deltamethrin 2.5% SC;</li> <li>(5) Deltamethrin 1.25% ULV;</li> <li>(6) Temephos 50% SC;</li> <li>(7) Malathion 50% EC;</li> <li>(8) Chlorpyrifos 20% EC;</li> <li>(9) Propoxur 20% EC;</li> <li>(10) Imidacloprid 30.5% SC; and</li> <li>(11) Diflubenzuron 25% WP.</li> </ol> </li> </ul>									
<b>5 Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	The Company is in the process of defining an overall ESG strategy with goals & targets on material issues.								
<b>6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	Not Applicable								
<b>Governance, leadership and oversight</b>									
<b>7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>	<p>Heranba emphasizes sustainability, inclusivity, and prosperity while acknowledging the relationship between sustainable practices and growth. By offering cutting-edge, dependable, and sustainable products, we strengthen our brand, alleviate inequalities, build trust, and help the environment.</p> <p>Additionally, we place a high priority on the environmental impact of our activities and are actively taking steps to reduce it. Sustainability is an integral part of our strategy, and we are committed to sharpening our attention on environmental, social, and governance (ESG) concerns. We desire to follow the best governance and disclosure practices, which include giving accurate and timely information about our financial status, performance, ownership, and governance. We perform many CSR initiatives that benefit as many people as possible in order to address the social components.</p> <p>We have put in place a number of efforts to achieve sustainability in our firm. Among them are:</p> <ul style="list-style-type: none"> <li>• Cutting carbon emissions and minimizing environmental effect.</li> <li>• In order to conserve water and decrease exposure to fumes and gases, we have also used tanker transportation for raw materials.</li> <li>• To lower energy use, frequent energy audits and the application of energy-efficient technologies are carried out.</li> <li>• We practice water conservation, renewable energy procurement, recycling, raw material optimization, and we extend these practices to all of our sites, group companies, and stakeholders.</li> <li>• Through process optimization and monitoring emissions, we constantly strive to improve our environmental performance and greenhouse gas reduction.</li> <li>• We place a high focus on protecting the health and safety of our employees, and we've adopted numerous safety measures in addition to donating to charity organizations.</li> </ul> <p>The Company's research and development department focuses on creating environmentally friendly and sustainable processes, minimizing waste, implementing resource-saving techniques, and putting waste management, renewable energy, and motion-activated lighting into practice.</p> <p>In conclusion, Heranba is unwavering in its dedication to sustainability. The Company exhibits its commitment to the guiding principles of ESG by placing a high priority on environmental, social and governance concepts. Heranba aims to improve the future for all stakeholders while preserving a sustainable and ethical approach by incorporating sustainable practices.</p>								



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Raghuram K. Shetty (DIN: 00038703), Managing Director									
9	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	The Board from time to time oversee the implementation of respective policies. The Functional Heads are authorized to oversee the implementation thereof.									
10	Details of Review of NGRBCs by the Company:										
	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee					Frequency (Annually/Half yearly/Quarterly/Any other - please specify)				
		P1	P2	P3	P4	P5	P6	P7	P8	P9	
	Performance against above policies and follow up action	Policies wherever stated have been approved by Board/Committees of Board/Senior Management of the Company. Polices are reviewed at periodic intervals in all aspects including statutory requirements depending on the frequency stated in respective policies or on need basis whichever is earlier and necessary updates are made to the policies.									
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has necessary procedures in place to ensure the compliance with all relevant regulations.									
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	
		Yes. Internal and external audits of the policies on quality, safety, health, and the environment are conducted as part of the ISO Systems certification process and ongoing periodic evaluations. Internal audit mechanisms are used to periodically assess the effectiveness of other policies.									
		Kalptaru Pollution Control Sch-II Auditor conduct Environmental Audit & Safe Skill Services conduct Safety Audit and Prepare Onsite Emergency Plan.									
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:										
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	The entity does not consider the Principles material to its business (Yes/No)										
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable.									
	It is planned to be done in the next financial year (Yes/No)	All principles are covered by respective policies.									
	Any other reason (please specify)										

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	During the year, the Board of Directors and KMPs of the Company invested their time on various updates pertaining to the business regulatory updates including principles laid down in BRSR, strategy, finance, risk management framework, role, rights, responsibilities of the Independent Directors under various statutes and other relevant matters.	100.00%
Key Managerial Personnel	5	During the year, the Board of Directors and KMPs of the Company invested their time on various updates pertaining to the business regulatory updates including principles laid down in BRSR, strategy, finance, risk management framework, role, rights, responsibilities of the Independent Directors under various statutes and other relevant matters.	100.00%
Employees other than BoD and KMPs	146	<p>More than 40 topics which includes</p> <ul style="list-style-type: none"> <li>- Health and Safety including Basic &amp; General Safety in Chemical Industry, Emergency Chlorine Handling Kit, First-aid Training,, Manual Material Handling, Good Housing Keeping, Practical Fire Fighting With the Use of Fire Extinguisher, Importance of PPE, SCBA Set Handling etc.</li> <li>- Session on Code of Conduct for employees &amp; workers</li> <li>- Prevention of Sexual Harassment</li> <li>- Stress Management</li> <li>- Business Communication Skills</li> <li>- Team Building</li> <li>- Business Communication Skills</li> </ul>	62.00%
Workers	136	<ul style="list-style-type: none"> <li>- Health and Safety including Basic &amp; General Safety in Chemical Industry, Emergency Chlorine Handling Kit, First-aid Training, Manual Material Handling, Good Housing Keeping, Practical Fire Fighting With the Use of Fire Extinguisher, Importance of PPE, SCBA Set Handling etc.</li> <li>- Prevention of Sexual Harassment</li> </ul>	77.00%



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

Monetary				
NGRBC Principle	Name of regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine				
Settlement		Nil		
Compounding Fee				

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

For the financial year, neither the entity nor its directors or KMPs paid any fines, penalties, sanctions, awards, compounding fees, or settlement amounts in any proceedings with regulators, law enforcement, or judicial institutions.

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

Not Applicable

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

Yes, Anti-Corruption policy primarily covers risk assessment, third-party due diligence, training & awareness and audit and reporting. The Company has zero tolerance for any form of corruption or bribery, and it provides for strict actions against anyone caught engaging in such unethical behavior. The purpose of the policy is to inform Directors, Officers, Employees, and others who work for or on behalf of the organisation about what activities are appropriate and inappropriate. At the start of the Company's business involvement with each individual, they are all notified of the anti-corruption policy. As part of the prevention, identification, and detection of anti-corruption issues, training is provided across the Company. The Company upholds the highest standards and does not tolerate corruption wherever it conducts business. In addition to the aforementioned, the Vigil Mechanism Policy, which is applicable to every employee employed by the organisation, offers a platform for reporting dishonest behaviour, fraud, and actual or suspected Code violations. No stakeholder complaints with respect to the Company's Code of Conduct and Whistle Blower Policy were received in the reporting year.

The policy is accessible on the following web link: <https://www.heranba.co.in/wp-content/uploads/2023/04/DOC230123-23012023160634.pdf>.

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

Particulars	FY (2023-24)	PY (2022-23)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY (2023-24)		PY (2022-23)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A.	0	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A.	0	N.A.

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:

Particulars	FY (2023-24)	PY (2022-23)
i) Accounts payable x 365 days	1047331000000	681053500000
ii) Cost of goods/services procured	8409800000	9273200000
iii) Number of days of accounts payables	125 days	73 days

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

Parameter	Metrics	FY (2023-24)	PY (2022-23)
Concentration of Purchases	a. i) Purchases from trading houses	168200000.00	69500000.00
	ii) Total purchases	8409800000.00	9273200000.00
	iii) Purchases from trading houses as % of total purchases	2.00%	0.75%
	b. Number of trading houses where purchases are made	3	3
	c. i) Purchases from top 10 trading houses	168200000.00	69500000.00
	ii) Total purchases from trading houses	168200000.00	69500000.00
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	100.00%	100.00%

Parameter	Metrics	FY (2023-24)	PY (2022-23)
Concentration of Sales	a. i) Sales to dealer/distributors	3314400000.00	3046100000.00
	ii) Total Sales	12747500000.00	13243800000.00
	iii) Sales to dealer/distributors as % of total sales	26.00%	23.00%
	b. Number of dealers/distributors to whom sales are made	9200	8500
	c. i) Sales to top 10 dealers/distributors	382400000.00	397300000.00
	ii) Total Sales to dealer/distributors	3314400000.00	3046100000.00
	iii) Sales to top 10 dealers/distributors as % of total sales to dealer/distributors	11.54%	13.04%



Parameter	Metrics	FY (2023-24)	PY (2022-23)	
Shares of RPT in	a. i)	Purchases (Purchases with related parties)	32500000.00	13600000.00
	ii)	Total Purchases	8409800000.00	9273200000.00
	iii)	Purchases (Purchases with related parties as % of Total Purchases)	0.39%	0.15%
	b. i)	Sales (Sales to related parties)	1067300000.00	203100000.00
	ii)	Total Sales	12747500000.00	13243800000.00
	iii)	Sales (Sales to related parties as % of Total Sales)	8.37%	1.53%
	c. i)	Loans & advances given to related parties	2333800000.00	534900000.00
	ii)	Total loans & advances	2333800000.00	534900000.00
	iii)	Loans & advances given to related parties as % of Total loans & advances	100.00%	100.00%
	d. i)	Investments in related parties	0.00	1500000.00
	ii)	Total Investments made	18300000.00	9200000.00
	iii)	Investments in related parties as % of Total Investments made	0.00%	16.30%

### Leadership Indicators

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

Sr. No.	Total number of awareness programmes held	Topics/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	439	<ol style="list-style-type: none"> <li>Good Business Practices</li> <li>Effectiveness of Products on Crops and Pest</li> <li>How to use the products to give better yields</li> <li>Health &amp; Safety Related usage of products</li> <li>Launch of New Scheme</li> <li>Launch of New Products</li> <li>Distribution of Awards</li> <li>Update and Future Plan of Company progress</li> </ol>	100.00% The Company has a practice of regularly training farmers and dealers in various regions on various topics to create an awareness on good business practices. The Company will go forward maintain records to track the percentage of farmers and dealers covered in the trainings and would also conduct the sessions on the specific BRSR principles. Additionally, the Company will make an efforts to include the other value chain partners in these training initiatives.

#### 2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board?

Yes

If Yes, provide details of the same

The Company has procedures in place to prevent/manage conflicts of interest affecting board members and they are in accordance with the terms of the board's appointment of directors.

According to the Company's Code of Conduct, Board members and Senior Management of the Company are required to abstain from discussions, voting, or otherwise influencing a decision on any matter in which they have or may have a conflict of interest; restrict themselves from serving as a Director of any Company that is in direct competition with the Company.

Additionally, the Board of Directors and senior management of the Company submit a yearly declaration of the entities in which they have an interest or whenever there is a change of interest as per the provisions of The Companies Act, 2013. The Company then confirms that the necessary legal approvals have been obtained before engaging in business with such interested entities.

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

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

Particulars	FY (2023-24)	PY (2022-23)	Details of improvements in environmental and social impacts
R&D	6.00%	57.00%	1. Bromine recovery system & Recycling recovered bromine in our products. 2. Recovery of potassium chloride from the aqueous streams & Selling KCl as fertilizer grade. 3. New formulation development of CS grade; Pendimethalin 34.4%CS, which is more environ-friendly than EC solvent based. 4. New formulation development of CS grade; Lambda-cyhalothrin 5%, 10% & 25% CS, which is more environ-friendly than that of EC solvent based.
Capex	0.00%	0.00%	N.A.

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

Heranba has not yet established specific protocols for sustainable sourcing; however, the Company is conscious of the significance of sustainability in its operations, hence, it screens every supplier based on social and environmental criteria, and every aspect of the Company's operations is regularly examined to ensure that the sourced materials are handled responsibly. The legal compliance status, health and safety policy, and ISO certification-which includes ISO 9001, ISO 14001, and ISO 18001 are all factors we consider when evaluating suppliers.

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

Not Applicable

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

(a) Plastics (including packaging)	Plastic waste is sent to GPCB approved recycler.
(b) E-waste	E-waste records are maintained & it will be sent to GPCB Registered E-Waste supplier.
(c) Hazardous waste	All generated hazardous waste has been sent to a landfill or incinerator authorised by the GPCB.
(d) other waste	It is given to the local scrap vendor i.e. MS waste, SS waste.

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

EPR plan is under review for submission to Pollution Control Board.

**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.

No

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:

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
Nil			





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).

Sr. No.	Indicate input material	Recycled or re-used input material to total material	
		FY (2023-24)	PY (2022-23)
		Nil	

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:

Particulars	FY (2023-24)			PY (2022-23)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	3.50		16.46	2.025	2.025	
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	2844.45	-	-	322.48
Other waste	-	-	-	-	-	-

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
		Nil

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

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	539	539	100.00%	214	39.70%	0	0	0	0.00%	0	0.00%
Female	16	16	100.00%	1	6.25%	16	100.00%	0	0	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>555</b>	<b>555</b>	<b>100.00%</b>	<b>215</b>	<b>38.74%</b>	<b>16</b>	<b>2.88%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than permanent employees</b>											
Male	0	0	0.00%	0	0.00%	0	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	319	319	100.00%	319	100.00%	-	-	0	0.00%	0	0.00%
Female	1	1	100.00%	1	100.00%	1	100.00%	-	-	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>320</b>	<b>320</b>	<b>100.00%</b>	<b>320</b>	<b>100.00%</b>	<b>1</b>	<b>0.31%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Other than permanent workers</b>											
Male	953	953	100.00%	953	100.00%	-	-	0	0.00%	0	0.00%
Female	45	45	100.00%	45	100.00%	45	100.00%	-	-	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>998</b>	<b>998</b>	<b>100.00%</b>	<b>998</b>	<b>100.00%</b>	<b>45</b>	<b>4.51%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

Particulars	FY (2023-24)	PY (2022-23)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	68400000.00	56500000.00
ii) Total revenue of the Company	12747500000.00	13243800000.00
iii) Cost incurred on wellbeing measures as a % of total revenue of the Company	0.54%	0.43%

**2. Details of retirement benefits:**

Benefits	FY (2023-24)			PY (2022-23)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Others – please specify						

**3. Accessibility of workplaces:**

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. The Company has put up ramps, lifts, and handrails for stairwells at all of its locations, including its offices and other premises, to make it easier for people with disabilities to go about. Thus, Company's premises has been made access friendly.

If not, whether any steps are being taken by the entity in this regard?

Not Applicable

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?**

Yes

If so, provide a web-link to the policy.

Heranba provides equal job opportunities without regard to age, race, religion, nationality, disability, marital status, sex, or sexual orientation. Based on the aforementioned factors, the Company makes an effort to keep a harassment-free workplace. This equal opportunity policy is dependent on any applicable laws, a person's qualifications, and their worth. The policy can be access at <https://www.heranba.co.in/wp-content/uploads/2023/07/Anti-Discrimination-Policy.pdf>.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0.00	0.00	0.00	0.00
Female	100.00	100.00	100.00	100.00
Other	0.00	0.00	0.00	0.00
<b>Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>



6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The Company has a grievance policy so that employees have a way to convey issues related to their employment. The Policy makes sure that these complaints are resolved swiftly, fairly, and impartially in accordance with the Organization's policies. This comprises employee concerns about a supervisor's, another employee's, or Management's behaviour, inaction, or proposed action in relation to them.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

According to the policy's grievance redress mechanism, the first step in addressing any problem is to speak directly to the other party about the grievance. If consultation is unsatisfactory or impossible for whatever reason, the employee may speak to their next-level supervisor. If the grievance is still not resolved at the Department or Second Level, the HR Head of the Site will speak directly with the other party to try to address the situation. Even if the issue goes unresolved, the director will be involved to settle the complaints and will try every option at his command.

The policy can be access at <https://www.heranba.co.in/wp-content/uploads/2023/07/Grievance-REdrressal-Policy.pdf>

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

Category	FY (2023-24)			PY (2022-23)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	<b>555</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
Male	539	0	0.00%	0	0	0.00%
Female	16	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
<b>Total Permanent Workers</b>	<b>320</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
Male	319	0	0.00%	0	0	0.00%
Female	1	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY (2023-24)					PY (2022-23)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	539	439	81.45%	75	13.91%	490	266	54.29%	12	2.45%
Female	16	1	6.25%	2	12.50%	15	1	6.67%	0	0.00%
Other	0	0	0.00%	1	0.00%	0	0	0.00%	0	0.00%
<b>Total</b>	<b>555</b>	<b>440</b>	<b>79.28%</b>	<b>78</b>	<b>14.05%</b>	<b>505</b>	<b>267</b>	<b>52.87%</b>	<b>12</b>	<b>2.38%</b>
<b>Workers</b>										
Male	1272	1126	88.52%	0	0.00%	1003	753	75.07%	0	0.00%
Female	46	8	17.39%	0	0.00%	30	7	23.33%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Total</b>	<b>1318</b>	<b>1134</b>	<b>86.04%</b>	<b>0</b>	<b>0.00%</b>	<b>1033</b>	<b>760</b>	<b>73.57%</b>	<b>0</b>	<b>0.00%</b>

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

Category	FY (2023-24)			PY (2022-23)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
<b>Employees</b>						
Male	539	539	100.00%	490	490	100.00%
Female	16	16	100.00%	15	15	100.00%
Other	0	0	0.00%	0	0	0.00%
<b>Total</b>	<b>555</b>	<b>555</b>	<b>100.00%</b>	<b>505</b>	<b>505</b>	<b>100.00%</b>
<b>Workers</b>						
Male	1272	1272	100.00%	1003	1003	100.00%
Female	46	46	100.00%	30	30	100.00%
Other	0	0	0.00%	0	0	0.00%
<b>Total</b>	<b>1318</b>	<b>1318</b>	<b>100.00%</b>	<b>1033</b>	<b>1033</b>	<b>100.00%</b>

## 10. Health and safety management system:

### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No/N.A.).

Yes

If yes, the coverage such system?

Heranba places a high priority on preserving and enhancing the health and safety of its employees. Employee workplace safety is the cornerstone of the Company's sustainability approach. The Company has put in place thorough compliance measures at all touch points to ensure everyone's safety.

All manufacturing facilities, offices are covered by the Safety & Health Management system, which also ensures the protection of the environment, the health and safety of all employees, contractors, visitors, and other important stakeholders. The Company has also adopted a BRSR policy for environmental protection, health, and safety, which is available on <https://www.heranba.co.in/wp-content/uploads/2023/07/BRSR-Policy-Heranba.pdf>

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

Heranba has a risk management system to carry out the evaluation of work-related hazards and risks for all routine and non-routine operations carried out at any site. The management identify hazards and risks after consulting with safety specialists. To get rid of the risks and hazards identified, a mitigation strategy which involves evacuating the employees and other occupants in the event of an emergency are offered.

The employees and workers also provided with protective gear wherever required. In case of any emergency, the following facilities are available:

- Well-equipped OHC with 24x7 male nurse available.
- Well-equipped Ambulance with trained Driver cum mechanic 24X7 available.
- Appointed Factory Medical Officer (FMO).
- First Aid Treatment available in OHC.
- First Aid Boxes provided & maintained.
- Mutual Aid facility of Ambulance available with Local Association.
- Agreement with outside hospital for emergency treatment as Mutual Aid.
- Periodic medical check-up.

### c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?

Yes. Internal controls and processes are in place within the Company to report hazards at work immediately. Additionally, we have a safety observation and incidents reporting system to make sure that any work-related incidents, such as accidents, near-misses, unsafe conditions, and unsafe activities, are reported, followed by the closing of the incident after implementing the required corrective actions.



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

Yes, Heranba recognizes that its employees' overall physical and mental health plays a vital role to Company success and long-term goals of expansion. We also think it's important to give workers a workplace where their needs for money are addressed in addition to their salary. All employees of the Company are eligible for a range of health and wellness perks, including accident and medical insurance for benefit in the case of an accident or serious sickness. In addition, Heranba provides routine check-ups and wellness programmes, as well as free, wholesome meals for the workers and employees in the Factory.

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

Safety Incident/Number	Category*	FY (2023-24)	PY (2022-23)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.31	2.00
	Workers	1.31	2.00
Total recordable work-related injuries	Employees	1	3
	Workers	4	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

At Heranba, we think that keeping everyone safe—including our employees, our guests, and the general public—is essential to our long-term success. We continue to believe that having a safe and healthy workplace is both a legal requirement and a basic human right. As part of our sustainability vision, we have set the aim of achieving "Zero Harm" and zero reportable injuries across all of our operations.

The following are some of the mitigating strategies to avoid or lessen severe consequences on occupational health and safety:

- Providing and maintaining up to date fire detection, alarm, and suppression systems.
- Providing a Safety training to all Company employees and contract workers.
- Conducting routine site reviews, inspections, and audits to gauge readiness for safety.
- Regular simulations of both fire and medical emergencies.
- Regular training on occupational health & safety training to sensitize employees on occupational health & safety.
- Regular medical check-up facility available every week.
- Mutual Aid facility of Ambulance is available through connection with Local association.
- Oxygen cylinder kit available for emergency purpose.

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

	FY (2023-24)			PY (2022-23)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

**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:**

In all of its locations, Heranba keeps track on accident rates. The strong commitment of management and employees to maintain a safe workplace by following the Company's established management approach and adopting a health and safety-first mentality in the performance of duties is credited with the overall reduction in health and safety incidents.

### Leadership Indicators

**1. Does the entity extend any life insurance or any compensatory package in the event of death of:**

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

Heranba has a compensation policy in place for its employees and permanent workers and does provide aid in the event of a tragic incident, such as a death.

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

The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. Periodic audits are also conducted to ensure compliance.

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

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

No

**5. Details on assessment of value chain partners:**

**% of value chain partners (by value of business done with such partners) that were assessed**

Health and safety practices
Working Conditions

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

The Company conducts EHS, system & regulatory audits of the third parties, their warehouses and of suppliers at regular intervals to ensure compliance of various processes. Regular follow ups are being done to ensure implementation of suggested corrective/preventive actions.

## PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

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

In order to comprehend and meet stakeholders' expectations as well as build short-, medium-, and long-term Company strategies, the Company identifies and interacts with a variety of stakeholders. Employees, Shareholders, Customers, Communities, Suppliers, Government Authorities, Partners, and Vendors are among the internal and external groupings of important stakeholders defined based on their immediate impact on the operations and working of the Company.



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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders	No	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual report, quarterly results, media releases and Company/SE website.	Ongoing	To answer investor queries on financial performance  To present business performance highlights to investors.  To discuss the business outlook.
2	Customers	No	Website, distributor/retailer/direct customer/MD, senior leader-customer meets/visits, customer plant visits, Dealer's meet, group discussion, trade body membership, helpdesk, conferences, customer surveys.	Ongoing	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines/manufacturing, climate change disclosures, Safety awareness and safe use of Agrochemicals.
3	Government and Regulatory Bodies	No	Websites, Emails, Meetings, Industry Forums, Submissions through online Regulatory portals or direct submissions to Regulatory office.	Ongoing	Policy and Regulatory Matters, Filing of Returns, Grant and maintenance of licenses to import, manufacture and market Company's products in India, and other regulatory approvals.
4	Suppliers	No	Supplier & vendor meets, Workshops, Dialogue, email, SMS, WhatsApp, joint events, presentations Supplier risk assessments.	Ongoing	Supply of material & services.  Adopting sustainable & environment friendly policies.
5	Employees	No	Conferences, workshops, Publications, newsletters & reports, online portals, employee surveys, Idea management, internal communication One-on-one interactions Employee involvement in CSR activities.	Ongoing	Inform about important advances in the Company.  Help the employees expand their knowledge in the industry.  Getting employee feedback and resolving their issues.
6	Communities & NGO	No	Meets of community/local authorities/location heads, community visits and projects, partnership with local charities, NGO volunteerism, seminars/conferences, CSR Partner's meet.	Ongoing	Farmer Safety Kit, Clean water, Green Bio Toilet, Tree Plantation, Distribution of appliances for Physically Impaired, Corrective Surgery - Cleft Lip/ Cleft Palate, Natural Resource Management, community development, livelihood support, disaster relief, Education, Skill development etc.

### 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 management of the Company regularly engages with important stakeholders, including customers, suppliers, employees, etc., in an effort to improve value generating methods.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics?**

Yes

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

In order to identify and manage environmental and social issues, stakeholders are consulted. We interact with our stakeholders to identify all facets of societal, environmental, and economic problems. We think that including stakeholders improves accountability, transparency, responsiveness, compliance, organizational learning, and sustainability. We interact with our stakeholders through a variety of methods of engagement to learn about their top environmental, social, and governance concerns.

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

The Company engages with vulnerable and marginalized communities through its CSR programmes which are targeted to benefit vulnerable and marginalized stakeholder groups. For more details, please refer to the CSR initiatives mentioned under Annual Report.

### 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)			PY (2022-23)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	555	90	16.22%	505	32	6.34%
Other than permanent	0	0	0.00%	0	0	0.00%
<b>Total Employees</b>	<b>555</b>	<b>90</b>	<b>16.22%</b>	<b>505</b>	<b>32</b>	<b>6.34%</b>
<b>Workers</b>						
Permanent	320	190	59.38%	313	43	13.74%
Other than permanent	998	90	9.02%	720	25	3.47%
<b>Total Workers</b>	<b>1318</b>	<b>280</b>	<b>21.24%</b>	<b>1033</b>	<b>68</b>	<b>6.58%</b>

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

Category	FY (2023-24)					PY (2022-23)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>555</b>	<b>0</b>	<b>0.00%</b>	<b>555</b>	<b>100.00%</b>	<b>505</b>	<b>0</b>	<b>0.00%</b>	<b>505</b>	<b>100.00%</b>
Male	539	0	0.00%	539	100.00%	490	0	0.00%	490	100.00%
Female	16	0	0.00%	16	100.00%	15	0	0.00%	15	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Other than Permanent</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%





Category	FY (2023-24)					PY (2022-23)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers</b>										
<b>Permanent</b>	<b>320</b>	<b>0</b>	<b>0.00%</b>	<b>320</b>	<b>100.00%</b>	<b>313</b>	<b>0</b>	<b>0.00%</b>	<b>313</b>	<b>100.00%</b>
Male	319	0	0.00%	319	100.00%	312	0	0.00%	312	100.00%
Female	1	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Other than Permanent</b>	<b>998</b>	<b>0</b>	<b>0.00%</b>	<b>998</b>	<b>100.00%</b>	<b>720</b>	<b>0</b>	<b>0.00%</b>	<b>720</b>	<b>100.00%</b>
Male	953	0	0.00%	953	100.00%	691	0	0.00%	691	100.00%
Female	45	0	0.00%	45	100.00%	29	0	0.00%	29	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

#### a. Median remuneration/wages:

	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4	3200000	0	0	0	0
Key Managerial Personnel	2	3000000	0	0	0	0
Employees other than BoD and KMP	539	525000	16	545000	0	0
Workers	1272	346000	46	296000	0	0

#### b. Gross wages paid to females:

Particulars	FY (2023-24)	PY (2022-23)
Gross wages paid to females	13625833.00	15433652.00
Total wages	658100000.00	587700000.00
Gross wages paid to females (Gross wages paid to females as % of total wages)	2.07%	2.63%

### 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

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

According to the Company's human rights policy, employees can address any complaints or grievances to line management. Any employee or an associate who expresses concerns in accordance with the policy is not subject to retribution or reprisals. To look into the issues that have been reported, a committee will be established or assigned by next financial year. The Committee will be in charge of assessing the reported problems and seeing to it that they are resolved. The Committee might also make a reasonable recommendation in conjunction with Line Management.

Heranba is committed to upholding the human rights of its employees, communities, contractors, and suppliers in accordance with the Rights of Work described by the regulatory authorities. Heranba recognises the significant role that business can play in ensuring the long-term protection of human rights.

To guarantee that complaints are handled quickly and effectively, the Company has created a human rights policy that works in tandem with the grievance policy.

The policy can be access at <https://www.heranba.co.in/policies/>.

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

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

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

	FY (2023-24)	PY (2022-23)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees/workers	62	45
iii) Complaints on POSH as a % of female employees/workers	0.00%	0.00%
iv) Complaints on POSH upheld	0	0

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

Heranba is dedicated to granting equal opportunities to every individual and is intolerant of any form of harassment or discrimination, including those based on sexual orientation, age, handicap, nationality, or any other characteristic protected by the law. Our anti-discrimination, POSH, whistle-blower, and grievance redress guidelines make sure that our employees uphold our commitment.

Also, in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redress) Act, 2013 an internal committee (IC) has been established. They adhere to the procedures and rules outlined in the Act.

The Whistle-blower Policy guarantees that no Whistle-blower will be treated unfairly as a result of reporting a "Protected Disclosure" in accordance with the policy. The Company, as a matter of policy, strongly disapproves of any form of victimisation, discrimination, harassment, or any other unfair employment practise used against whistle-blowers. Therefore, whistle-blowers will be completely protected from any unfair practises such as retaliation, threats of termination or suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like, as well as any direct or indirect use of authority to obstruct the whistle-blower's right to continue performing his or her duties or functions, including making additional reports and safeguard disclosure.

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

No

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%
Others – please specify	

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

Not Applicable



### Leadership Indicators

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

There have been zero complaints or grievances about human rights as of the publication date of the report.

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

At Heranba, adherence to the human rights policy is essential. Going forward in the near future, we want to make sure that our Company's operations and our suppliers uphold regulations pertaining to human rights.

**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, There are ramps at the Company's registered office, corporate office, and other locations for visitors with special needs. The majority of offices are located in commercial buildings with infrastructure for visitors with disabilities, lifts or on the ground floor.

**4. Details on assessment of value chain partners: Nil**

% 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	Nil
Wages	
Others – please specify	

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

Not Applicable

### 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:**

*Whether total energy consumption and energy intensity is applicable to the Company? Yes*

Particulars	FY (2023-24)	PY (2022-23)
Revenue from operations (in Rs.)	12747500000.00	13243800000.00

Particulars	Units	FY (2023-24)	PY (2022-23)
<b>From renewable sources</b>			
Total electricity consumption (A)	Kilojoule (KJ)	640800000.00	0.00
Total fuel consumption (B)	Kilojoule (KJ)	0.00	0.00
Energy consumption through other sources (C)	Kilojoule (KJ)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Kilojoule (KJ)	640800000.00	0.00
<b>From non-renewable sources</b>			
Total electricity consumption (D)	Kilojoule (KJ)	58706298000.00	105296238000.00
Total fuel consumption (E)	Kilojoule (KJ)	31099296758.00	10240570660.00
Energy consumption through other sources (F)	Kilojoule (KJ)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	Kilojoule (KJ)	89805594758.00	115536808660.00
Total energy consumed (A+B+C+D+E+F)	Kilojoule (KJ)	90446394758.00	115536808660.00
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	Kilojoule (KJ)/Rs.	7.09	8.72

Particulars	Units	FY (2023-24)	PY (2022-23)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	Kilojoule (KJ)/Rs.	155.98	200.56
Energy intensity in terms of physical Output	Kilojoule (KJ)	2656657.85	4341765.40
Energy intensity (optional) – the relevant metric may be selected by the entity			

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Kalptaru Pollution Control Sch-II Environmental Auditor & Safe Skill Services, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

**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?**

No

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:

Not Applicable

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

Particulars	FY (2023-24)	PY (2022-23)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	94569.00	104693.00
(iv) Seawater/desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	94569.00	104693.00
Total volume of water consumption (in kilolitres)	94569.00	104693.00
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.0000074186	0.0000079051
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.000163	0.000182
Water intensity in terms of physical output	2.80	3.90
Water intensity (optional) the relevant metric may be selected by the entity		

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

Yes

If yes, name of the external agency.

Kalptaru Pollution Control Sch-II Environmental Auditor & Safe Skill Services, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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

Particulars	FY (2023-24)	PY (2022-23)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00



Particulars	FY (2023-24)	PY (2022-23)
<b>(ii) To Groundwater</b>	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
<b>(iii) To Seawater</b>	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
<b>(iv) Sent to third-parties</b>	17617.00	19429.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	17617.00	19429.00
<b>(v) Others</b>	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
<b>Total water discharged (in kilolitres)</b>	<b>17617.00</b>	<b>19429.00</b>

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Kalptaru Pollution Control Sch-II Environmental Auditor & Safe Skill Services, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

**5. Has the entity implemented a mechanism for Zero Liquid Discharge?**

No

If yes, provide details of its coverage and implementation.

Not Applicable

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

*Whether air emissions (other than GHG emissions) by the entity is applicable to the Company?*

Yes

Particulars	Please specify unit	FY (2023-24)	PY (2022-23)
NOx	Parts Per Million (PPM)	9.00	9.00
SOx	Parts Per Million (PPM)	24.00	24.00
Particulate matter (PM)	mg/Nm <sup>3</sup>	89.00	89.00
Persistent organic pollutants (POP)	Kilotonne	0.00	0.00
Volatile organic compounds (VOC)	Parts Per Million (PPM)	7.80	5.50
Hazardous air pollutants (HAP)	Kilotonne	0.00	0.00
Others – please specify		Nil	

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Kalptaru Pollution Control Sch-II Environmental Auditor & Safe Skill Services, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the Company? Yes

Parameter	Unit	FY (2023-24)	PY (2022-23)
Total Scope 1 emissions (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)	MtCO <sub>2</sub> e	0.00	0.00
Total Scope 2 emissions (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)	MtCO <sub>2</sub> e	19233.97	25360.93
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	MtCO <sub>2</sub> e/Rs.	0.0000015088	0.0000019149
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	MtCO <sub>2</sub> e/Rs.	0.000033	0.000044
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO <sub>2</sub> e	0.56	0.95
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Kalptaru Pollution Control Sch-II Environmental Auditor & Safe Skill Services, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

**8. Does the entity have any project related to reducing Green House Gas emission?**

Yes

If Yes, then provide details.

The Company has streamlined its procedures to get closer to this unified goal by aligning its emissions management strategy with the global goals of reducing carbon footprint and managing climate change risks. In addition to being essential to the Company's future business operations, reducing GHG emissions is also a key component of its long-term environmental plan. The Company is dedicated to energy saving and makes sure that all of its operational facilities use energy efficiently. A key component of the Company's strategy for sustainable operations is energy management. Facilities are operated with the intention of reducing the amount of energy used in the processes, which directly affects carbon emissions. We've also added a waste reduction programme and installed solar power as part of our effort to lower GHG emissions.

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

Particulars	FY (2023-24)	PY (2022-23)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	16.46	1.00
E-waste (B)	0.00	0.00
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	0.92	1.025



Particulars	FY (2023-24)	PY (2022-23)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	0.00
Total (A+B + C + D + E + F + G + H)	17.38	2.025
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.0000000014	0.0000000002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.000000308	0.000000046
Waste intensity in terms of physical output	0.0005104981	0.0000760976
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>		
<b>Category of waste</b>		
(i) Recycled	0.92	2.025
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
<b>Total</b>	<b>0.92</b>	<b>2.025</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	273.207	207.165
(ii) Landfilling	112.38	115.315
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>385.587</b>	<b>322.48</b>

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Kalptaru Pollution Control Sch-II Environmental Auditor & Safe Skill Services, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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

The generation of waste is an unavoidable waste of industry, although efforts have been made to recover value from waste. The Company has adopted processes and procedures that help recycle used material and reintroduce excess material into the production process in an effort to remove a sizable amount of waste from landfills. For waste management, the corporation employs the "3R" strategy of reduce, reuse, and recycle.

The Company follows legally prescribed procedures as under:

- We are segregating Low COD & High COD effluent for treatment of effluent as per the Pollution Control Board Norms. And Low COD effluent treated in conventional ETP and High COD effluent treated in MEE followed by Stripper and ATFD.
- We are handling & managing storage, transportation & disposal of Hazardous waste as per the Pollution Control Board Guidelines & Rules.
- We have Installed Online Continuous Environmental Monitoring System & connected with State Pollution Control Board & Central Pollution Control Board.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
Nil				

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

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

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/N.A.).

Yes

If not, provide details of all such non-compliances, in the following format:

Not Applicable

#### 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:*

- Name of the area:** Heranba Industry Ltd., GIDC, Vapi and Sarigam
- Nature of operations:** Manufacture of Agrochemical products & Formulations
- Water withdrawal, consumption and discharge in the following format:**

Particulars	FY (2023-24)	PY (2022-23)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	94569.00	104693.00
(iv) Seawater/desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres)	94569	104693
Total volume of water consumption (in kilolitres)	94569.00	104693.00
Water intensity per rupee of turnover (Water consumed/turnover)	0.0000074	0.0000079
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	0
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00





Particulars	FY (2023-24)	PY (2022-23)
(ii) Into Groundwater	0	0
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) Into Seawater	0	0
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	17617	19429
No treatment	0.00	0.00
With treatment – please specify level of treatment	17617.00	19429.00
(v) Others	0	0
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	17617	19429

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Kalptaru Pollution Control Sch-II Environmental Auditor & Safe Skill Services, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements

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

*Whether total Scope 3 emissions & its intensity is applicable to the Company?*

Parameter	Unit	FY (2023-24)	PY (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)	MtCO <sub>2</sub> e	19233.97	16996.39
<b>Total Scope 3 emissions per rupee of turnover</b>	MtCO <sub>2</sub> e/Rs.	0.0000015	0.0000013
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	MtCO <sub>2</sub> e	0.00	0.00

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Kalptaru Pollution Control Sch-II Environmental Auditor & Safe Skill Services, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements

**3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable as our units operate in GIDC.

**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	Corrective action taken, if any
---------	-----------------------	--	---------------------------	---------------------------------

Nil

**5. Does the entity have a business continuity and disaster management plan?**

Yes

#### Details of entity at which business continuity and disaster management plan is placed or weblink.

The Company has put in place policies to ensure that mission-critical operations continue in the event of a disruption as it recognizes the value of business continuity in its operations.

Hence, we have implemented the concept of emergency plan and following list represents the main elements of the emergency plan created for all plants:

- A detailed emergency response for each hazard scenario, including all likely dangers, their location, potential, damaging capacity, and in the event of accidents, dangerous occurrences, emergencies, and catastrophes occurring in or affecting the jurisdiction at any moment.
- An emergency response team including a site main controller, an incident controller, a first aid team, a firefighting team, a communications team, and teams for electricity and utilities is on the scene.
- The duties and responsibilities of the emergency response team's main members and their replacements.
- The emergency control center's bare minimal infrastructural requirements.
- A list of regulatory organizations along with contact information.
- A list of the phone numbers and addresses of nearby hospitals
- On site emergency plan updating at regular interval.
- Safety audit conducting at regular interval and compliance of findings.

#### 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.

No such incident has being reported/informed to us. The Company provides awareness and training to the farmers to ensure proper and safe handling and uses of agrochemical products

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

### 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 affiliated with six (6) trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National/International)
1	Bombay Chamber of Commerce and Industry	State
2	Crop Care Federation of India	National
3	Pesticides Manufacturers & Formulators Association of India	National
4	CHEMEXCIL – Basic Chemicals, Cosmetics & Dyes Export Promotion Council	National
5	Haryana Pesticides Manufacturer's Association	State
6	Indian Bunts Chamber of Commerce & Industry	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.

Sr. No.	Name of authority	Brief of the case	Corrective action taken
Not Applicable. Since we did not obtain any such unfavorable directives from regulatory bodies about any matter involving anti-competitive behaviour, no such corrective action was undertaken.			

#### Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
Nil					



## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
---------	-----------------------------------	----------------------	----------------------	--	---------------------------------------	-------------------

Not Applicable. Currently the organization has not undertaken Social Impact Assessment projects.

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

Sr. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PFAs)	% of PFAs covered by R&R	Amount paid to PFAs in the FY (In INR)
---------	--	-------	----------	---	--------------------------	--

Not Applicable

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

The Grievance Redressal Mechanism (GRM), which gives us the social license to run and carry out programmes for community initiative, is an essential element of ensuring our solid relationship with the community. We have employed local staff members who frequently visit the neighbourhood and engage with residents to learn about and address community problems as part of our grievance redress procedure. These interactions indicate that we are not currently aware of any particular community complaints.

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

	FY (2023-24)	PY (2022-23)
Directly sourced from MSMEs/small producers	17.21%	8.88%
Sourced directly from within the district and neighbouring districts	82.79%	91.12%

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:

	FY (2023-24)	PY (2022-23)
<b>1. Rural</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0.00	0.00
ii) Total Wage Cost	658100000.00	587700000.00
iii) % of Job creation in Rural areas	0.00	0.00
<b>2. Semi-urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0.00	0.00
ii) Total Wage Cost	658100000.00	587700000.00
iii) % of Job creation in Semi-Urban areas	0.00%	0.00%
<b>3. Urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	432500000.00	438700000.00
ii) Total Wage Cost	658100000.00	587700000.00
iii) % of Job creation in Urban areas	65.72%	74.65%
<b>4. Metropolitan</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	225600000.00	149000000.00
ii) Total Wage Cost	658100000.00	587700000.00
iii) % of Job creation in Metropolitan area	34.28%	25.35%

## 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):

Sr. No.	Details of negative social impact identified	Corrective action taken
		Not Applicable

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 INR)
			No CSR activities on designated aspirational districts identified by Government

- 3.
- (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No/N.A.) Not Applicable
- (b) From which marginalized/vulnerable groups do you procure? Not Applicable
- (c) What percentage of total procurement (by value) does it constitute? Not Applicable

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

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

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

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
			Not Applicable

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
			No CSR projects on designated aspirational districts identified by Government

## 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:

We have a procedure in place to handle customer complaints based on the severity of complaints. Additionally, we have a feedback mechanism in place through which we continuously improve our system. Any customer having any complaints can email at [sales@heranba.com](mailto:sales@heranba.com).

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	0.00%



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

	FY (2023-24)			PY (2022-23)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy?**

We do not have any formal policy/framework. However we have Fortinet firewall and data backup plan.

If available, provide a web-link of the policy

N.A.

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

There was no incident during the current fiscal year.

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

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0.00%
c. Impact, if any, of the data breaches	No impact

**Leadership Indicators**

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

Information related to all the products and services provided by the organization are available on the [www.heranba.co.in](http://www.heranba.co.in).

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

The Usage and Safety Instructions are mentioned on the Product Packaging as per the prevailing Laws/Guideline issued by the Government.

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

Not Applicable

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

No

If yes, provide details in brief.

N.A.

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