

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



August 16, 2023

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

Scrip Code: 524200

Dear Sir/Madam,

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

NSE Symbol: VINATIORGA / Series: EQ

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

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 2022-23, which forms an integral part of the Integrated Annual Report for the financial year 2022-23.

Please take the same on record.

Thanking you,

Yours faithfully,
For **Vinati Organics Limited**

MILIND
ARVIND WAGH

Digitally signed by MILIND ARVIND WAGH
DN: c=IN, o=Personal, postalCode=400015, st=Maharashtra,
2.5.4.20=9F6A802770B0805539FC7A1A8A96277155A,
99030963664783,
serialNumber=10, email=C868434A804848E581F86D8122FC3E,
url=http://www.vinatiorganics.com, cn=MILIND ARVIND WAGH
Date: 2023.08.16 11:57:31 +05'30'

Milind Wagh
Company Secretary/Compliance Officer

Encl: As above

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

Annexure 'J'

Business Responsibility & Sustainability Report [BRSR]

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24116MH1989PLC052224
2	Name of the Listed Entity	Vinati Organics Limited (VOL)
3	Year of incorporation	1989
4	Registered office address	B-12 & B-13/1, MIDC Industrial Area, Raigad, Mahad, Maharashtra, 402 309
5	Corporate address	Parinee Crescenzo, 1102, 11th Floor, Plot No. C38 & C39, G Block, Behind MCA, Bandra-Kurla Complex, Bandra(E), Mumbai -400 051
6	E-mail	shares@vinatiorganics.com
7	Telephone	022-61240444/428
8	Website	www.vinatiorganics.com
9	Financial year for which reporting is being done	1 st April 2022-31 st March 2023
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11	Paid-up Capital	₹ 10.28 Crore
Contact Person		
12	Name of the Person	Mr. Milind Wagh
	Telephone	022-61240402
	Email address	shares@vinatiorganics.com
Reporting Boundary		
13	Type of Reporting (Standalone /Consolidated Basis)	Standalone-Basis Reporting

II. Product/Services

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

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

III. Operations

16	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	2	1	3
		International	0	0	0

	Market served by the entity	Locations	Numbers
17	• No. of Locations	National (No. of States)	18
		International (No. of Countries)	41
	• What is the contribution of exports as a percentage of the total turnover of the entity?	61%	
	• A brief on types of customers	Specialty chemical products manufactured by Vinati Organics Limited are used by diverse industrial sectors including Pharmaceutical, Personal Care, Polymers, Construction, Agriculture chemicals etc. Some of their customers are BASF, NALCO and DOW, having both national and international market presence.	

IV. Employees

18. Details as at the end of Financial Year:

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently-abled)						
Employees						
1	Permanent (D)	1,097	1,059	97%	38	3%
2	Other than Permanent (E)	14	13	93%	1	7%
3	Total Employees (D+E)	1,111	1,072	96%	39	4%
Workers						
4	Permanent (F)	0	0	NA	0	NA
5	Other than Permanent (G)	688	688	100%	0	0
6	Total Workers (F+G)	688	688	100%	0	0
b. Differently abled employees and workers						
Differently abled Employees						
1	Permanent (D)	5	5	100%	0	0
2	Other than Permanent (E)	0	0	NA	0	NA
3	Total Differently Abled Employees (D+E)	5	5	100%	0	0
Differently abled Workers						
4	Permanent (F)	0	0	NA	0	NA
5	Other than Permanent (G)	0	0	NA	0	NA
6	Total Differently Abled Workers (F+G)	0	0	NA	0	NA

19. Participation/Inclusion/Representation of women

S.No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	4	50%
2	Key Management Personnel	6	2	33%

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

Category	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.51 %	0	12.51%	4.9%	0	4.9%	9.56%	0	9.56%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

VI. CSR Details

22	a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	Turnover (in ₹)	₹ 2,085 Crore
	Net worth (in ₹)	₹ 2,219 Crore

VII. Transparency and Disclosures Compliances

23	Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	If Yes, then provide web-link for grievance redress policy	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
					Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
		Communities	Yes	Company has adopted Grievance Addressing & Handling Policy and Whistle Blower Policy web-link	0	0	NA	0	0	NA
		Investors (other than shareholders)	Yes		8	0	NA	27	3	NA
		Shareholders	Yes		0	0	NA	0	0	NA
		Employees and workers	Yes		0	0	NA	0	0	NA
		Customers	Yes		0	0	NA	0	0	NA
		Value Chain Partners	Yes		0	0	NA	0	0	NA

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

S. 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 implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change Management	Risk	Considering the negative impacts of chemical manufacturing processes on environment and ecosystem, it becomes imperative to take steps towards making overall business operations, climate resilient. Additionally, risk of sustaining company reputation in the global market demands attention.	The Company recognizes the urgent need to align business practices and operation with global climate change commitments and committed to reduce its climate impacts. Company's manufacturing facilities are ISO 14001 (EMS) and ISO 45001 (OHSAS) certified, registered for EcoVadis program, which reflects their commitment towards making operations safe, sustainable and pollution free.	Negative financial implications from investment for implementing climate actions as identified by the organizations. Positive impact in long-run due to climate change management and lower operational expenditure.
2.	Energy Management	Risk	Energy generations through non-renewable resources results in release of harmful emissions in the atmosphere and is a direct contributor to greenhouse gas emissions. Major energy demand of the company processes is met through coal, resulting in high risk of managing the energy demand.	The Company has embarked on their journey to ensure efficient use of natural resources for reduced consumption of fossil fuels. It employs co-generation system for energy production providing both steam and power. Company is committed to explore alternate energy sources and has commissioned solar plant of 14.5 MW capacity. Currently, 55% of the total electricity consumption is met through renewable energy. The Company is also in the process of commissioning another solar plant of 11.25 MW during FY 2024.	Negative financial implication due to required investment for renewable energy sources. Positive impact in long-run due to energy security and lower operational expenditure.

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

S. 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 implications of the risk or opportunity (Indicate positive or negative implications)
3.	Materials	Risk	Company uses Toluene, Propylene, MethylTert Butyl Ether, Acrylonitrile, water, coal, as major raw materials/ resources. Hence, these have a direct impact and results in natural resource depletion. Risk arising due to climate change can affect the Company's supply chain and business.	The Company has adopted sustainable procurement policy which emphasizes on purchasing goods and services with minimum strain on natural resources. Further the company plans to adopt circularity measures by increasing the efficiency of the processes, optimizing the inputs used through continuous innovation efforts, thereby achieving material efficiency.	Positive financial implication through use of optimum, efficient and recycled input materials.
4.	Waste Management	Risk	Regulatory compliance, increased health risks of community and moral obligation to protect environment makes it essential for safe and sound waste management. This is essential to eliminate waste stream interference with ecosystems and damage caused.	Owing to the necessity of managing all waste streams, company has installed Zero liquid discharge system by employing ETPs at both manufacturing plants. Hazardous waste is managed by authorized TSDF whereas Fly ash brick is sent for co-processing to be used for brick manufacturing by local community.	Negative financial implications from operation of Treatment infrastructure and association with waste management facilities. Positive impact as risk mitigation will lead to productivity enhancement due to increased yields.
5.	Water Stewardship	Risk	Water consumption for industrial operations leads to reduction in overall volume of the water available. Water sources depletions has wider impact on quality of life of communities and surrounding ecosystems.	Constant efforts towards reducing water withdrawal, water consumption and water wastage along with managing natural water resources develops a balance. Company has installed rainwater harvesting systems to replenish the water table and has installed reverse osmosis (RO) systems.	Negative financial implication for creating water harvesting infrastructure and installing water efficient systems.

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

S. 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 implications of the risk or opportunity (Indicate positive or negative implications)
6.	Customer Relationship	Risk	Exporting major quantity of products overseas makes timely delivery very crucial for the company. Maintaining Quality of products with its affordability is fundamental need for improving customer relationship.	Company has provided special attention to cater the need of customers. Account managers are deployed to address queries from each customer account. Feedback collection system and review mechanism is part company's systematic efforts to continuously improve the customer experience.	Positive financial implication of market growth.
7.	Human Capital Management - Equal Opportunity, Diversity & Inclusion, Retention Strategy & Training	Risk	Right talent and capacity building on best practices in chemical manufacturing is important to understand equipment & machinery function knowledge, adopting safety and care in handling & transporting chemicals.	The Company has adopted a policy of zero discrimination and giving equal opportunity to its employees regarding recruitment and compensation based on industry standards. EHS training & behavioral sessions take place in manufacturing facilities. Company has one of the lowest attrition rates in its sector.	Negative financial implications from investments in training, skill development and implementation of HR policies Positive impact due to higher productivity.
8.	Human Rights	Risk	Human Rights is an important aspect for companies in chemical sector. Activities included in value chain like extraction of raw materials, loading & transportation as well as manufacturing of the chemicals may result in exposures to harmful radiation as well as exploitation of human rights in terms of employment conditions and low wages. This may result in loss of reputation for the company as well as harmful impact on the workforce.	The Company has a zero-tolerance against child labor, forced labor or involuntary labor. There is a policy on issues like Sexual Harassment, Vendor & Contractor engagement, Stakeholder engagement. As per internal stakeholders, no grievances were raised for human rights violation in the reporting period.	Negative implications is observed as the risk mitigation requires effort and capital to follow compliance of fundamental human rights.

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

S. 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 implications of the risk or opportunity (Indicate positive or negative implications)
9.	Local Community Engagement	Opportunity/ Risk	Risk: Chemical manufacturing involves producing harmful effluents & gases as byproducts which may negatively impact the local surroundings. It may lead to long-term health and ecological impact if not managed properly. Opportunity: Engagement with local communities helps in earning goodwill and trust building. Hiring from local area can promote employment and provide cheap labor.	The Company regularly engages with local communities to understand their needs and expectation, thereby, operate in harmony with them. They work towards providing services in the field of rural development, drinking water projects, providing solar street lights-water pumps, COVID relief, women education etc. to name a few. Services from local contractors and service providers are used to best possible extent.	Positive impact due to goodwill, reputation, and inclusive growth.
10.	Occupational Health and Safety	Risk	Occupational Health & Safety is an aspect which is very crucial since the nature of business deals in manufacturing of hazardous chemicals. These conditions pre-dispose employees towards safety hazards.	The Company has identified Workplace Health and Safety as a crucial component of Human Rights and labor Policy to protect the workers from hazards. Company is ISO 45001:2018 certified ensuring a robust environment management system. EHS training is conducted for manufacturing plant employees.	Negative impact due to increased operational cost incurred on safety training, protective gears and increased capital expenditure on ensuring asset integrity.
11.	Stakeholder Engagement	Opportunity	The involvement and agreement of stakeholders eliminate the chances of conflicts and increase productivity.	The Company collaborates with institutions and regulators periodically. It has whistleblower policy to keep the management activities in check. Stakeholder communication is made through the annual report, newspaper and website.	Positive impact due to reputation, goodwill and increased productivity of employees.

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

S. 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 implications of the risk or opportunity (Indicate positive or negative implications)
12.	Business Continuity Planning	Risk	Owing to uncertain situations like COVID, increased physical risk apparently due to climate change, hazards associated with chemical manufacturing and man-made disasters, it is crucial for an organization to have a robust business continuity planning.	The Company's backup IT systems are on cloud which ensures digital continuity in case of any physical risks related to climate change.	Negative Financial implications from IT infrastructure setup
13.	Compliance (Environment & Regulatory)	Risk	External regulatory environment is dynamic. Compliance to relevant environmental and financial laws is of most critical for business continuity and to avoid any fine/penalty which directly impacts organization's reputation.	Company has put robust and proactive system in place to monitor compliance requirement with implementing agencies where needed. Company has not received non - compliance notice for the reporting financial year.	Negative financial implication from compliance team deployment and implementing prescribed requirements.
14.	Data Privacy & Cyber Security	Risk	Data privacy and cyber security has emerged as a major threat in the business operations. Data breach of the Company's Information Technology systems leads to business damage and reputational risk, causing damage at both financial and non-financial ends.	The Company has Data Privacy and Cyber Security in place to control the access sensitive data and media, maintain Physical Security, Network and Cyber Security and prohibition of wireless connections.	Negative implication due to cost incurred on purchase of hardware and software needed for data security management system.
15.	Economic Performance	Opportunity	Global specialty chemical business is expected to grow by 11-12% during 2021-27 and 7-10% during 2027-40. India is expected to account for more than 20% of global consumption of chemicals over next two decades.	The Company has a diversified set of specialty chemicals manufacturing. It exports around 60-70% of the manufactured chemicals. It is the largest manufacturer of IBB & ATBS in the world. The credit ratings issued by CARE are AA (long-term bank facilities) and A1+ (short term bank facilities).	Positive impact due to growing global market and exports

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

S. 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 implications of the risk or opportunity (Indicate positive or negative implications)
16.	Ethical Business Conduct	Risk	Adherence to ethics and transparency in their day-to-day business operations at all levels is crucial for the Company. They have to abide by local, national & global norms of business. Failing to adhere to fair business practices can lead to penalties, sanctions and revenue loss.	The Company has adopted a Whistle Blower Policy as well as Code of Conduct as a control measure for unethical behavior, fraud and unfair practices. All our directors, KMPs, and employees are trained on ethical business practices. The Company has established robust systems and processes to conduct its business in an ethical and fair manner. We take annual independence declaration from directors and KMPs to ensure non conflict of interest.	Negative implication due to cost incurred on systems and processes to ensure strict compliance with applicable/emerging regulations Positive implication due to good customer reputation.
17.	Intellectual Capital - R&D & Innovation	Opportunity	Most of the products developed by company are research based. Making continuous innovation a priority, will result in improved quality of current products and new product development.	The Company focuses on innovation-led research and has a robust R&D team. The Company is in the process of new product development & trouble shooting of pilot plants/ existing products for de-risking.	Positive financial implication by creating novelty products and sustaining market leader position.
18.	Procurement and Supply Chain	Risk	Unplanned procurement practices have negative impact on supply chain while supplier selection impacts economic inclusion with transportation footprint. Quality of the material along with ensuring supplier stability have direct risk of product safety and quality.	Company has adopted Sustainable Procurement Policy for defining supplier selection process with criteria. Procurement planning and review is part of daily operations. Safe storage and handling practices are implemented at premises. Suppliers having upstream safe material storage, transportation specifications are outlined.	Negative financial implications for creating safe transportation, storage and training programs

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

S. 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 implications of the risk or opportunity (Indicate positive or negative implications)
19.	Product Stewardship	Risk	Company has largest market capture and manufacturing capacities for some of the products. The overall negative impact of the products on the ecosystem creates risk of sustainable operations and long terms business viability and market disruption.	The organization realizes the environmental impact of chemical products throughout their life and committed to reduce its negative footprints through continuous research and innovation efforts to develop safe and sustainable products.	Negative financial implication from research/ innovation-oriented investments
20.	Risk Management	Risk/ Opportunity	Risk management helps in identifying & mitigating various factors which can be an inherent risk and can lead to financial loss and non-compliance. It also helps to identify potential opportunities which may help a company to diversify its business and avoid certain risks.	Risk Management Committee consisting of members from Board of Directors is authorized to exercise all powers for risk management. It looks into risks which may impact company's ability to achieve its strategy, objectives and results.	Positive implications are there due to benefits obtained by identifying certain risks and tapping on potential opportunities.
21.	Tax	Risk	Tax avoidance by the Company may encourage other companies to aggressively plan their taxes leading to increase in cost associated with tax regulation and enforcement.	The Company's Finance Committee is responsible for the functions relating to excise, sales tax, income tax, customs and other such taxes. The Company has been regular in depositing Income Tax, Sales Tax, duty of customers, duty of excise, value added tax, cess and any other statutory dues where applicable as per Independent Auditor's report.	Negative implications due to cost incurred in paying applicable taxes
22.	Marketing & Labelling	Risk	Company exports the products in 40+ countries including Europe, America, and South Asia. Handling of specialty chemical products poses risk to environment, health and customer safety during its transportation, storage and use as intermediates.	As a responsible business, the Company is REACH complaint for European markets and complies with labelling requirements to inform customers about product composition, their use and disposal.	Negative Financial implication for complying with national and international labelling requirements.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://vinatiorganics.com/corporate-governance/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes, the Company ensures that its suppliers are required to comply with all the applicable Company's policies								
4	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> ISO 9001:2015 (Quality Management System) ISO 14001:2015 (Environmental management System) ISO 45001:2018 (Occupational Health & Safety) 								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has onset on its Sustainability journey, with its maiden efforts of publishing the Business Responsibility and Sustainability Report (BRSR) for FY 2022-23. Furthermore, it will focus on improving and disclosing its ESG goals and commitments in subsequent year(s).								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has onset on its Sustainability journey, with its maiden efforts of publishing the Business Responsibility and Sustainability Report (BRSR) for FY 2022-23. Furthermore, it will be assessing and reporting its performance against the ESG goals and commitments in subsequent year(s).								
Governance, Leadership and Oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. The Company is guided by its vision to become a global leader in manufacturing of niche specialty products and adopting eco-friendly technologies. The Company works in a collaborative approach with all its stakeholders across the value chain to adhere to the principles of responsible business. The Company is committed towards environment and society to achieve its ESG goals by adopting necessary initiatives. Both of its manufacturing plants are zero-effluent as well as ISO 14001 certified. The Company has adopted various waste management procedures to minimize effluent generation at the source. 55% of the Company's electricity consumption is met through renewable sources. The Company has commissioned two solar power plants – 7 MW at Solapur Karajagi (Maharashtra) and 7.5 MW at Osmanabad Tuljapur (Maharashtra) in this direction. Further, the Company is also going to commission an additional 11.25 MW solar plant during FY24. As a part of its CSR initiatives, Vinati Organics has undertaken various projects like providing education, rural development, employment generation, healthcare and hygiene standards, drinking water facilities and many such activities for the development of communities. The Company follows high standards for the health and safety of its employees. Its manufacturing facilities are ISO 45001 certified in this direction. Vinati Organics believes and strive towards adopting applicable standards in order to maintain ethical business conduct. Furthermore, the Company has onset on its Sustainability journey, with its maiden efforts of publishing the Business Responsibility and Sustainability Report (BRSR) for FY 2022-23. It is committed to focus on improving and disclosing its ESG goals and commitments in subsequent year(s) ahead.									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Vinod Saraf Designation: Chairman DIN: 00076708								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																		
	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9																		
Performance against above policies and follow up action	All corporate policies along with ESG policy is integrated in day-to-day business operations of the Company implemented by management at all levels.	The Board reviews the policies periodically as deemed necessary and updated if required.																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with all statutory requirements related to BRSR principles.	Annually																		
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		<table border="1"> <thead> <tr> <th>P 1</th><th>P 2</th><th>P 3</th><th>P 4</th><th>P 5</th><th>P 6</th><th>P 7</th><th>P 8</th><th>P 9</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table> <p>The policies are reviewed internally by the relevant departments of the Company subjected to updates if required.</p>	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9												

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness 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	1	Company has conducted familiarization program for with an objective to train them regarding the nature of the industry and business, operations, regulatory environment, roles & responsibilities, and code of conduct adopted by company.	100%
Key Management Personal (other than Executive Directors)	2	Various topics like Data Integrity & Data Privacy, Prevention of Sexual Harassment, ESG related aspects	100%
Employees other than BODs and KMPs	26	The topics covered under the training includes aspects, namely, health and safety, systems and processes, Responsible Care, and fire fighting.	75%
Other Than Permanent Workers*	1	Safety induction and safety hazards	100%

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

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.**

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

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

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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

LEADERSHIP INDICATORS

1. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same

Yes. The Company has defined steps to resolve conflict of interests involving stakeholders in its Code of Conduct document which is available in public domain at [link](#). It is fundamental duty of all independent director, applicable to all directors, that they shall not participate in any arrangement from which he/she may have direct or indirect benefits, which may conflict with interest of the Company.

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.

Type	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	100%	100%	<ul style="list-style-type: none"> Installation of renewable power capacity through Solar Power Plant Effluent Treatment Plant followed by Multi Effect Evaporator (MEE) and Reverse Osmosis (RO)
Capital Expenditure (CAPEX)	100%	100%	<ul style="list-style-type: none"> Other energy conservation and emission reduction initiatives. Yield improvement Zero Liquid Discharge Air emission reduction

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

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

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

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

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

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

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

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.

No

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	1,059	1,059	100%	1,059	100%	NIL	NA	NIL	NA	NIL	NA
Female	38	38	100%	38	100%	38	100%	NIL	NA	NIL	NA
Total	1,097	1,097	100%	1,097	100%	38	100%	NIL	NA	NIL	NA
Other than Permanent Employees											
Male	13	13	100%	13	100%	NIL	NA	NIL	NA	NIL	NA
Female	1	1	100%	1	100%	1	100%	NIL	NA	NIL	NA
Total	14	14	100%	14	100%	1	100%	NIL	NA	NIL	NA

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	0	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	0	0	NA	0	NA	0	NA	0	NA	0	NA
Other than Permanent Workers											
Male	688	688	100%	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	688	688	100%	0	NA	0	NA	0	NA	0	NA

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

Sr. No.	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100	100	Y	100	100	Y
2	Gratuity	100	100	Y	100	100	Y
3	ESI	4	0	Y	4	0	Y

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

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

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

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

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

Gender	Permanent Employees		Permanent Workers*	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	1	100%	NA	NA
Total	1	100%	NA	NA

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

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

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

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	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)
Permanent Employees						
Male	0	0	NA	0	0	NA
Female	0	0	NA	0	0	NA
Total	0	0	NA	0	0	NA
Permanent Workers						
Male	0	0	NA	0	0	NA
Female	0	0	NA	0	0	NA
Total	0	0	NA	0	0	NA

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	No. (B)		No. (E)	% (E/D)	No. (F)	%(F/D)
Permanent Employees										
Male	1,072	996	93%	137	13%	974	901	93%	0	0
Female	39	20	51%	10	26%	35	16	46%	0	0
Total	1,111	1,016	91%	147	13%	1,009	917	91%	0	0
Other than Permanent Workers*										
Male	688	688	100%	0	NA	619	619	100%	0	0
Female	0	0	NA	0	NA	0	0	NA	0	0
Total	688	688	100%	0	NA	619	619	100%	0	0

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

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	1,072	1,072	100%	974	974	100%
Female	39	39	100%	35	35	100%
Total	1,111	1,111	100%	1,009	1,009	100%
Permanent Workers						
Male	0	0	NA	0	0	NA
Female	0	0	NA	0	0	NA
Total	0	0	NA	0	0	NA

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

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, the Company has implemented a robust occupational health & safety management system across all its manufacturing facilities to ensure safe working environment.
a.1. What is the coverage of such system?	The Company has obtained ISO 45001 – OHSAS certification for its both its manufacturing plants.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Processes to identify work-related hazards include Hazard Identification & Risk Assessment, Internal Audits, Process Hazard Analysis, Work Permit system, Plant shutdown Startup procedure, HAZOP study, PMP procedure etc.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes. A safety committee is constituted at all plant locations and employees are encouraged to report the work-related hazards to the safety committee. In addition to this, all employees are also provided with opportunity to discuss work-related incidents during daily morning meeting conducted at plants.
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.47	0.52
	Workers	0.47	0
Total recordable work-related injuries	Employees	1	1
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

As part of induction program, all employees of the Company are provided with training on Health and Safety at workplace by EHS department. In addition to this, safety mock drills are also conducted periodically for all employees to prepare them for quick response during emergencies. All measures as prescribed by ISO-18001 & ISO-45001, Factory Act, Environment Protection Act, Pollution Prevention Act, requirements related to Petroleum & Explosive Safety Organization are taken to ensure safe environment and workplace.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & safety	0	0	NA	0	0	NA

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the plants are assessed regularly by factory inspector
Working Conditions	100% of the plants are assessed regularly by factory inspector

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not Applicable

LEADERSHIP INDICATORS

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

a. **Employees (Yes/No):** Yes

b. **Workers (Yes/No):** Yes

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

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

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Current FY 2022-23	Previous FY 2021-22	Current FY 2022-23	Previous FY 2021-22
Employees	0	0	0	0
Workers	0	0	0	0

4. Details on assessment of value chain partners:

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

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

Not Applicable

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

Essential Indicators

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

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

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

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

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The consultation with stakeholders on various economic, environmental and social aspects have been delegated to respective business / function heads, who gathers feedback and addresses concerns. The Company strives to continued engagement with its key stakeholders who helps to set expectations, thereby establishing trust and fostering open communication.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

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

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

The Company has implemented various initiatives with the help of its CSR team for the vulnerable and marginalized stakeholder groups. The CSR projects carried out by the Company cover education, healthcare, water, sanitation, rural development, sports and environment apart from COVID-19 and flood relief efforts. Some of the CSR engagement details are given below:

- **Healthcare** – The Company supported to transform lives of children diagnosed with a critical illness with an amount of ₹ 10 Lakhs for Make a Wish Foundation. An amount of ₹ 6.8 Lakhs was paid for providing ambulance to Jansawand Rural Development Welfare Association, Mahad. ₹ 5 Lakhs were donated to INNACCEL for critical health problems and saving lives. ₹ 10 Lakhs was donated to SRCC Children’s Hospital for helping in Paediatric Surgery.
- **Education** – The Company donated ₹ 150 Lakhs to Jan Jagrati Sevarth Sansthan for school and education development programmes, ₹ 200 Lakhs was donated to Jhunjhunu Academy Sansthan for education of underprivileged and needy children, ₹ 100 Lakhs was donated to BITS Pilani for educational purpose and various other donations were made for supporting education of underprivileged section of society.
- **Water** – The Company supported by helping in the construction of Water Storage Tank at ZP School -Mahad, for supply of drinking water in Khed Panchayat Samitee - Lote as well as paid an amount of ₹ 2.19 Lakhs towards Social Fund- Water Charges in MMA CETP Co-Operative Society Limited – Mahad.
- **Environment** – The Company supported NAAM Foundation for river cleaning work at Chirani village with an amount of RS. 0.50 lac, donated ₹ 38.40 Lakhs towards advancing conservation outcomes in the Sahyadri Landscape to Wildlife Conservation Trust, donated ₹ 5 Lakhs to Gharda College of Engineering – Lote for purchasing ARSST Machine to safely identify potential chemical hazards in process industry
- **Rural Development** – The Company donated ₹ 15 Lakhs for construction of Community Hall at Lote, ₹ 19.7 Lakhs for construction of retaining wall to avoid land sliding at Lote (Nangalwadi Village Ghat), donated ₹ 25 Lakhs to Swades Foundation for building dream villages in Mahad along with other donations for rural development projects.

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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
Employees						
Permanent	1,097	1,097	100%	995	995	100%
Other than permanent	14	14	100%	14	14	100%
Total Employees	1,111	1,111	100%	1,009	1,009	100%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	688	688	100%	619	619	100%
Total Workers	688	688	100%	619	619	100%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	1,059	1,059	100%	0	0	961	961	100%	0	0
Female	38	38	100%	0	0	34	34	100%	0	0
Total	1,097	1,097	100%	0	0	995	995	100%	0	0
Other than Permanent										
Male	13	13	100%	0	0	13	13	100%	0	0
Female	1	1	100%	0	0	1	1	100%	0	0
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	688	688	100%	0	0	619	619	100%	0	0
Female	0	0	NA	0	NA	0	0	NA	0	NA

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective categories (₹ In Lakhs)	Number	Median remuneration/ salary/ wages of respective categories (₹ In Lakhs)
Board of Directors (Other than Executive Directors)	2	3.38	2	2.63
Executive Director(s)	2	164.33	2	118.35
KMPs	2	70.29	0	NA
Employees other than BoD and KMP	1,068	5.85	37	6.59
Workers	The Company doesn't have any permanent workers			

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

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

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

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

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The Company has Prevention of Sexual Harassment Policy in place which can be accessed at [link](#). The Company has constituted a Complaints Committee for addressing the sexual harassment complaints and providing resolution with utmost fair manner and integrity. The policy has defined steps on how to raise complaints with the corrective actions for offenders and provision of protection to complainant.

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

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

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	Nil
Forced/involuntary labor	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil

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

Not Applicable

Leadership Indicators

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

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

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

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

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

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

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (GJ)	1,26,483.48	1,12,343.12
Total fuel consumption (B) (GJ)	15,00,175.8	14,45,475.25
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	16,26,659.28	15,57,818.37
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per million ₹)	78.01	96.60

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

No

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

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	81,712	76,443
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	2,25,466	2,16,454
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,07,178	2,92,897
Total volume of water consumption (in kilolitres)	307,178	2,92,897
Water intensity per rupee of turnover (Water consumed / turnover) (kl per ₹ of revenue) (KL per million ₹)	14.73	18.16

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

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

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

Yes. ZLD Implementation is in progress at Mahad manufacturing plant. Water treated by Effluent Treatment Plant will be recycled through Reverse Osmosis (RO) & Multi Effect Evaporator (MEE) processing. At Lote manufacturing plant, water is treated by Effluent Treatment Plant followed by MEE & RO.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	MT	10.48	10.67
SOx	MT	8.11	5.76
Particulate matter (PM)	MT	55.63	52.70

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

- Yes. At Mahad manufacturing plant, Green Circle INC has performed an independent external assessment. For Lote plant, no such assessment has been done.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	1,44,125.58	1,38,881.46
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	11,250.37	20,892.81
Total Scope 1 and Scope 2 emissions per rupee of turnover (tCO₂e per million ₹)	tCO ₂ e	7.45	9.90

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

– No

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

Yes, the Company has taken below projects to reduce greenhouse gas emissions and meet its energy requirements by adopting renewable options:

- It has commissioned 14.5 MW of solar power plant in line with Company's ESG initiatives. The power generated is given to Mahad manufacturing plant which reduces the dependence on Maharashtra State Electricity Board and more importantly converts major part of electricity generated from coal to renewable energy thereby reducing green-house emissions
- Presently, 55% of the electricity consumption is met through renewable energy
- Company has done Energy Audits in both plants to identify excess energy consumption and means to reduce the same to the best possible extent
- Company has implemented scheme for increasing condensate recovery and recycle of DM Water in its Co-Gen Power plant so as to reduce the coal and DM Water consumption
- Company has also installed energy efficient pumping system to reduce overall load on utilities like power
- Company is implementing Waste Heat Recovery Based Chilled water plant to cater the chilled water requirement of Process Plant thus reducing the electricity consumption

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	12.08	8.25
E-waste (B)	0.20	0.10
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	749.8	22.31
Battery waste (E)	0.51	2.25
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	171.8	101.57

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	248.46	225.57
Total (A+B + C + D + E + F + G+ H)	1,182.86	360.06
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	36.61	35.73
(ii) Re-used	976.53	225.31
(iii) Other recovery operations	0	0
Total	1,013.14	261.04
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	151.57	81.11
(ii) Landfilling	18.14	17.90
(iii) Other disposal operations	0	0
Total	169.71	99.01

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

- No

9. 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.

All of the generated waste are disposed as per conditions given by Maharashtra Pollution Control Board. Owing to the necessity of managing all waste streams, company has installed Zero liquid discharge system by employing ETPs at both manufacturing plants. Hazardous waste is managed by authorized Treatment, Storage and Disposal Facility (TSDF) whereas fly ash is used for manufacturing bricks by local community. Constant efforts towards reducing water withdrawal, water consumption and water wastage along with managing natural water resources develops a balance.

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

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

S. No.	Locations of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Vinati Organics Limited, Plot No.- A/20, Lote Parshuram, MIDC, Khed, Ratnagiri, Maharashtra	Manufacturing of Organic Chemicals	Yes
2	Vinati Organics Limited, Plot No.- A/20, D-30/2 Lote Parshuram, MIDC, Khed, Ratnagiri, Maharashtra	Expansion of Manufacturing of Organic Chemicals	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Manufacturing of Organic Chemicals	EIA notification 2006 and being "B" category	21 st September 2016	Yes	Yes	-
Expansion of Manufacturing of Organic Chemicals	EIA notification 2006 and being "B" category	21 st September 2016	Yes	Yes	-

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

Yes, the Company is ISO 14000 certified and is compliant as per Maharashtra Pollution Control Board norms.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources (in GJ)		
Total electricity consumption (A)	69,838.26	17,135.40
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)- (on-site solar installation)	0	0
Total energy consumed from renewable sources (A+B+C)	69,838.26	17,135.40
From non-renewable sources (in GJ)		
Total electricity consumption (D)	56,645.22	95,207.72
Total fuel consumption (E)	15,00,175.8	14,45,475.25
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1556821.02	1540682.97

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

Yes. An independent assessment has been performed by M/s Synerpro Solutions LLP at Lote manufacturing plant.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(iv) Sent to third-parties	7,300	7,200
With treatment – please specify level of Treatment	Primary, Secondary, Tertiary	Primary, Secondary, Tertiary
Total water discharged (in kilolitres)	7,300	7,200

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

Yes, MPCB has carried out independent assessment.

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

Not applicable, as none of the operations of the plant are in the water stress areas.

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

The Company is in the process of estimating its Scope-3 emissions, and will be disclosing on the related in the subsequent reports ahead.

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

Not applicable

5. 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 there is no notified protected areas / Critically polluted areas / Eco sensitives areas / inter-state boundaries upto 10 km distance.

6. 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
1	Stack & ESP Installation	Stacks & ESP provided for emission control. The Online Monitoring system is in place	Parameters are maintained & are within limit
2	ETP, MEE & RO	Effluent Treatment Plant followed by MEE & RO is in operation. The Online Effluent monitoring system is in place.	Parameters are within limit or as per norms.
3	Hazardous waste storage shed & timely disposal to authorized party	Hazardous waste is segregated, stored & disposed to authorized vendor timely.

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

The Company has a well-equipped disaster control plan as well as onsite emergency plan which covers all possible emergency scenarios along with details of emergency equipment like fire extinguishers, fire hydrant system, fire alarm system, Hydrocarbon leak detection system, emergency communication system, roles and responsibilities of each employee, contractors and visitors during emergency, contact details of external emergency services like fire brigade, ambulance, hospitals, doctors, nearby industries and other government authorities. Preventive measures are taken to avoid any abnormal situation. Mitigation methods are there to tackle with any emergency situation. Mock drill is conducted once in every six months. The backup IT systems are on cloud which ensures digital continuity in case of any physical risks related to climate change.

8. 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 significant adverse impacts have been identified arising from the value chain of the company.

PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

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

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

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

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

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

During the financial year 2022-23, the Company has not received any cases related to anti-competitive practices.

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

ESSENTIAL INDICATORS

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

During the financial year 2022-23, no social impact assessment was performed for the projects undertaken by the Company.

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

Not Applicable

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

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

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ Small producers	NIL	NIL
Sourced directly from within the district and neighbouring districts	27%	20%

LEADERSHIP INDICATORS

1. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Eradicating hunger, poverty and malnutrition, and sanitation and making available safe drinking water.	3,700+	100%
2	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.	3,392+	100%
3	Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups	9,670+	100%
4	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water [including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga].	700+	100%
5	Measures for the benefit of armed forces veterans, war widows and their dependents, [Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows]	2,400+	NA
6	Training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports	-	NA
7	Rural development projects	2,850+	100%
8	Disaster management, including relief, rehabilitation and reconstruction activities	50+	100%

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

ESSENTIAL INDICATORS

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

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

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

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

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

3. Number of consumer complaints

	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year
Data privacy	0	NA	0	NA
Advertising	0	NA	0	NA
Cyber-security	0	NA	0	NA
Delivery of essential services	0	NA	0	NA
Restrictive Trade Practices	0	NA	0	NA
Unfair Trade Practices	0	NA	0	NA
Others (Specifications, Labelling, and Packaging)	0	NA	0	NA

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

	Number	Reason for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

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

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

Not Applicable

LEADERSHIP INDICATORS

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

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

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