

11<sup>th</sup> July, 2023

To, BSE Limited, 25, P. J. Towers, Dalal Street, Mumbai – 400 001 Ref: Company Scrip Code: 532834	To, The Manager, Listing Department, National Stock Exchange of India Ltd., Exchange Plaza, Bandra Kurla Complex, Bandra (East), Mumbai- 400051 Ref: Symbol: CAMLINFINE    Series: EQ
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**Sub: Business Responsibility and Sustainability Report**

Dear Sir/Madam,

We hereby enclose the Business Responsibility and Sustainability Report.

Kindly take the above information on records.

Thanking You,

Encl.: a/a.

**For Camlin Fine Sciences Limited**

**Rahul Sawale  
Company Secretary  
& VP Legal**

 **Registered Office:**  
Camlin Fine Sciences Limited, Floor 2 to 5, In G.S. Point, CST Road, Kalina, Santacruz (East), Mumbai 400 098.  
CIN: L74100MH1993PLC075361

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# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

## SECTION A: GENERAL DISCLOSURES

### I. Details

1	Corporate Identity Number (CIN) of the Listed Entity	L74100MH1993PLC075361	
2	Name of the Listed Entity	Camlin Fine Sciences Limited	
3	Year of incorporation	30-11-1993	
4	Registered office address	In G.S. Point, Floor 2 to 5, Kalina, Santacruz East, Mumbai - 400 098	
5	Corporate address	In G.S. Point, Floor 2 to 5, Kalina, Santacruz East, Mumbai - 400 098	
6	E-mail	secretarial@camlinfs.com	
7	Telephone	022-67001000	
8	Website	<a href="https://www.camlinfs.com/">https://www.camlinfs.com/</a>	
9	<b>Date Of Start Of Financial Year</b>	<b>Start Date</b>	<b>End Date</b>
	Financial Year	01-04-2022	31-03-2023
	Previous Year	01-04-2021	31-03-2022
	Prior To Previous Year	01-04-2020	31-03-2021
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Ltd.	
11	Paid-up Capital	157093496	
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	Rahul Sawale	
	Contact Number Of Contact Person	9920882621	
	Email Of Contact Person	rahul.sawale@camlinfs.com	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken, together).	Standalone basis	

### II. Products/services

#### 14. Details of business activities

S. No.	Description of main activity	Description of business activity	% of turnover
1.	Manufacturing	Business of manufacture of diverse high-quality innovative antioxidants and shelf-life extensions, aroma ingredients, performance chemical products and related solutions for food, animal nutrition, pet food, pharmaceutical and petrochemical industries globally	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	TBHQ	20119	35.16
2.	Catechol	20119	11.03
3.	BHA	20119	9.79
4.	4-Tertiary Butyl Catechol	20119	6.86
5.	Xtendra	20119	6.68
6.	Butylated Hydroxy Toluene	20119	5.25
7.	Guaiacol	20119	3.96
8.	Para DiMethoxy Benzene	20119	3.13
9.	NaSure	20293	2.70
10.	MEHQ	20119	2.57
11.	Ascorbyl Palmitate	20119	2.40
12.	HQEE	20119	2.30

**III. Operations**

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

Location	Number of plants	Number of offices	Total
National	2	3	5
International	-	-	-

The manufacturing units are situated at Plot D-2/3 in Tarapur and at Z/96/D at Dahej SEZ II, Gujarat. Hence, for Plant we have provided 2 locations. Further, the Company has its registered office in Mumbai, an 'Application Lab' situated at Thane and 'R & D Centre' at Tarapur. Hence, for offices we have provided 3 locations.

**17. Markets served by the entity:**

**a. Number of locations**

Location	Number
National (No. of States)	24
International (No. of Countries)	49

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

67.39%

**c. A brief on types of customers**

The Company manufactures diverse high-quality innovative antioxidants and shelf-life extensions, aroma ingredients, performance chemical products and related solutions for food, animal nutrition, pet food, pharmaceutical and petrochemical industries globally.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

## IV. Employees

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

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

S. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>EMPLOYEES</b>								
1.	Permanent (D)	612	584	95.42%	28	4.58%	-	-
2.	Other than Permanent (E)	-	-	-	-	-	-	-
3.	Total employees (D + E)	612	584	95.42%	28	4.58%	-	-
<b>WORKERS</b>								
4.	Permanent (F)	15	15	100%	-	-	-	-
5.	Other than Permanent (G)	500	499	99.80%	1	0.20%	-	-
6.	Total workers (F + G)	515	514	99.81%	1	0.19%	-	-

#### b. Differently Abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>Differently Abled Employees</b>								
1.	Permanent (D)	1	1	100%	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-	-	-
3.	Total employees (D + E)	1	1	100%	-	-	-	-
<b>Differently Abled Workers</b>								
4.	Permanent (F)	-	-	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-	-	-

### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18.18%
Key Management Personnel	5	-	-

## 20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	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 the previous FY)			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent Employees	16	17	-	33	14	10	-	24	14	5	-	19
Permanent Workers	16	-	-	16	7	-	-	7	17	-	-	17

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	CFS Europe S.p.A.	Subsidiary	100.00	No
2	CFS Do Brasil Importacao E Exportacao De Aditivos Alimenticios LTDA.	Subsidiary	100.00	No
3	Solentus North America Inc	Subsidiary	100.00	No
4	CFS North America LLC	Subsidiary	100.00	No
5	CFS De Mexico Blends S.A.P.I. DE C.V.	Subsidiary	100.00	No
6	Dresen Quimica, S.A.P.I. de C.V.	Subsidiary	98.50	No
7	Industrias Petrotec de Mexico, S.A. de C.V.	Subsidiary	98.50	No
8	Inovel, S.A.S	Subsidiary	98.50	No
9	Nuvel, S.A.C	Subsidiary	98.50	No
10	Britec, S.A.	Subsidiary	98.50	No
11	Grinel, S.R.L.	Subsidiary	98.50	No
12	Chemolutions Chemicals Ltd.	Subsidiary	94.08	No
13	CFS Argentina SA	Subsidiary	100.00	No
14	CFS Chile SpA	Subsidiary	100.00	No
15	AlgalR Nutraceuticals Private Limited	Subsidiary	80.00	No
16	CFS Wanglong Flavors (Ningbo) Co.Ltd.	Subsidiary	51.00	No
17	CFS Pahang Asia Pte Ltd.	Subsidiary	51.00	No
18	CFS PP (M) SDN. BHD.	Subsidiary	51.00	No

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

## VI. CSR Details

### 22. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (in ₹ Lakh)	68,550.81
Net worth (in ₹ Lakh)	58,655.40

## 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			FY 2021-22		
			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	-	Nil	Nil	Nil	Nil	Nil	
Investors (other than shareholders)	Yes	Not Applicable (N.A.)	Nil	Nil	Nil	Nil	Nil	
Shareholders	Yes	*Link below	Nil	Nil	Nil	Nil	Nil	
Employees and workers	Yes	N.A.	Nil	Nil	Nil	Nil	Nil	
Customers	Yes	N.A.	1	1	Nil	Nil	Nil	
Value Chain Partners	Yes	N.A.	Nil	Nil	Nil	Nil	Nil	

\* <https://www.camlinfs.com/Investors>

### 24. 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

The Company identifies material issues including environmental and social ones and understand the relative importance of these issues to the business through periodical materiality assessments, and accordingly formulate specific action plans to address each material issue. The management of risk is embedded in the corporate strategies to marry organizational capability with market opportunities.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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Please refer to the Management Discussion and Analysis Report

## 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.

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

Disclosure Question	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Has the policy been approved by the Board? (Yes/No)	Web Link of the Policies, if available	
<b>Policy and management processes</b>				
P1	Ethics & Transparency	Yes	Yes	*
P2	Product Responsibility	No	N.A.	N.A.
P3	Human Resources	Yes	N.A.	N.A.
P4	Responsiveness to Stakeholders	Yes	Yes	*
P5	Respect for Human Rights	Yes	Yes	*
P6	Responsible Lending	No	N.A.	N.A.
P7	Public Policy Advocacy	No	N.A.	N.A.
P8	Inclusive Growth	Yes	Yes	*
P9	Customer Engagement	Yes	No	**

\*<https://www.camlinfs.com/BusinessConductEthics>

\*\* <https://www.camlinfs.com/>

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

Disclosure Question	Whether the entity has translated the policy into procedures. (Yes / No)	Do the enlisted policies extend to your value chain partners? (Yes/No)	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.
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## Policy and management processes

P1	Ethics & Transparency	Yes	Yes	N.A.
P2	Product Responsibility	N.A.	N.A.	N.A.
P3	Human Resources	Yes	Yes	N.A.
P4	Responsiveness to Stakeholders	Yes	N.A.	N.A.
P5	Respect for Human Rights	Yes	Yes	N.A.
P6	Responsible Lending	N.A.	N.A.	N.A.
P7	Public Policy Advocacy	N.A.	N.A.	N.A.
P8	Inclusive Growth	Yes	Yes	N.A.
P9	Customer Engagement	N.A.	N.A.	N.A.

Disclosure Question	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
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## Policy and management processes

P1	Ethics & Transparency	<p>The Company is in the process of setting up goals and targets. However, the following targets are inter-alia planned upto 2030:</p> <ol style="list-style-type: none"> <li>Green Energy: <ul style="list-style-type: none"> <li>➤ Using agro-based briquettes to power our boilers (already in place at Tarapur Unit);</li> <li>➤ to switch the power consumption at Tarapur facility to renewable energy planned to be implemented in next year;</li> </ul> </li> <li>Water Conservation <ul style="list-style-type: none"> <li>➤ An engineering approach to wastewater treatment at our Tarapur facility where most of the water consumed is recycled;</li> <li>➤ Proposed use of desalinated water at Dahej Unit;</li> </ul> </li> </ol>
P2	Product Responsibility	
P3	Human Resources	
P4	Responsiveness to Stakeholders	
P5	Respect for Human Rights	
P6	Responsible Lending	
P7	Public Policy Advocacy	



Disclosure Question		Specific commitments, goals and targets set by the entity with defined timelines, if any.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
P8	Inclusive Growth	3. Afforestation Drive	
P9	Customer Engagement	<ul style="list-style-type: none"> <li>➤ plant trees in a particular part of India;</li> <li>➤ provide many farmers with a decent livelihood.</li> </ul> 4. Circular Economy <ul style="list-style-type: none"> <li>➤ Sustainable Sourcing, Packing &amp; Engineering</li> </ul>	

### Governance, leadership and oversight

Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

Through BRSR report, we take this opportunity to engage with our diverse stakeholders across the value chain on ESG practices. Data presented in the report is transparent and quantitative and validated by the respective department heads. There is an attempt to conduct materiality assessment to identify the ESG risks and opportunities, based on which the business and ESG risks will be mitigated and opportunities will be used to create economic and social values.

Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Nirmal Momaya, 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. - Yes, Managing Director

### 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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	Managing Director								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	Managing Director								

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)
Performance against above policies and follow up action Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	Monthly from January -2023
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	Monthly from January -2023

**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.** No

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

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	N.A	No	N.A	N.A	N.A	No	No	N.A	N.A
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N.A	Yes	N.A	N.A	N.A	Yes	Yes	N.A	N.A
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A	Yes	N.A	N.A	N.A	Yes	Yes	N.A	N.A
It is planned to be done in the next financial year (Yes/No)	N.A	Yes	N.A	N.A	N.A	Yes	Yes	N.A	N.A
Any other reason (please specify)	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A

## 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	During the year, the Board of Directors & KMP's of the Company (including its Committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters.		100%
Key Managerial Personnel other than Directors	The Company periodically updates and familiarises employees on the following: 1. Code of Conduct; 2. Prevention of Sexual Harassment; 3. Whistleblower Policy; 4. Health and Safety; and 5. Anti-Bribery & Anti-Corruption Policy		100%
Employees other than BoD and KMPs			
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 2022-23 (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 the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding fee					

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

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		
Punishment				

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	N.A.

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

Yes, the Company adheres to uncompromising integrity in conduct of business and does not tolerate corrupt and immoral practices. The policy reiterates that the Company does not tolerate any bribery and corruption and continues to uphold the highest standards of integrity and transparency in all its interactions and routine business activities. The policy is available at <https://www.camlinfs.com/BusinessConductEthics>.

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	FY 2021-22
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	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.

## PRINCIPLE 2

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

### Essential Indicators

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

(₹ in Lakh)

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	660.82	458.77	All R&D Investments are focussed at sustainable technologies and green chemistries development, green and sustainable technologies and products to improve fuel efficiency, energy storage devices, human health and well-being and chemicals from sustainable sources.
Capex	1026.00	624.64	Projects for Pollution Control, Safety for Employee & Community, Circularity i.e. harnessing solar/wind energy into electricity, capex for energy storage materials research, human health and well-being and sustainable chemicals.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

Yes, the Company endeavors to implement responsible procurement practices across its supply chain. As a measure of enhancing its impact on the environment and society, the Company encourages local sourcing enabling the reduction in costs, currency risks and environmental footprint of the transportation services.

We are in the process of developing a measurement mechanism to report our sustainably sourced products.

- 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 (d) other waste.**

Plastics (including packing) disposed-off as is where is basis through contracting process.

E-waste is not applicable as the Company is not reclaiming any electronic items. All e-waste generated in-house is handed over to certified vendors for safe disposal.

The incinerable hazardous waste generated at the site is sent for co-processing/ pre-processing in cement plants instead of incineration. Spent Catalyst are either regenerated and reused at plants. Further, after reuse, the same and ETP sludge is sent for disposal to waste management plant. The agro-waste boiler ash is sent for brick manufacturing, soil enrichment and landfilling.

- 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, the Company manufactures products which are intermediate products (input materials) for our customers who in turn finally produce the finished products. Therefore, these products packaging materials becomes pre-consumer plastic waste to our customers who recycle it through certified recyclers.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

## 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	584	584	100%	584	100%	N.A.	N.A.	-	-	-	-
Female	28	28	100%	28	100%	28	100%	-	-	-	-
Total	612	612	100%	612	100%	28	100%	-	-	-	-
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

#### 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 employees</b>											
Male	15	15	100%	15	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	15	15	100%	15	100%	-	-	-	-	-	-
<b>Other than Permanent employees</b>											
Male	499	-	-	499	100%	-	-	-	-	-	-
Female	1	-	-	1	100%	-	-	-	-	-	-
Total	500*	-	-	500*	100%	-	-	-	-	-	-

\*All covered under Employee State Insurance Act.

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

Benefits	FY 2022-23			FY 2021-22		
	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%	100%	Y	100%	100%	100%
Gratuity	100%	100%	Y	100%	100%	100%
ESI	19.50%	-	Y	19.50%	-	19.50%
<b>Others - please specify</b>						

**3. Accessibility of workplaces**

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

The offices of the Company have ramps to enable easy movement and we are continuously working towards improving infrastructure for eliminating barriers to accessibility.

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

The Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

**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	-	-	-	-
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

The Company is committed to provide a safe and positive work environment. Employees have access to several forums where they can highlight matters or concerns faced at the workplace.

	Yes/No (If Yes, then give details of the mechanism in brief)	Remark
Permanent Workers	The workers represent their grievances to the unions, wherever applicable and the unions in turn represents to the management.	Nil
Other than Permanent Workers	Our non-permanent workers represent their grievances to the unit and Admin in-charge.	Nil

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

	Yes/No (If Yes, then give details of the mechanism in brief)	Remark
Permanent Employees	The Company has an Whistle-blower Policy applicable to employees and third parties, to report concerns on actual or suspected violations of the code.	Nil
Other than Permanent Employees		Nil

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	612	-	-	458	-	-
- Male	584	-	-	431	-	-
- Female	28	-	-	27	-	-
- Others	-	-	-	-	-	-
Total Permanent Workers	15	15	100%	20	20	100%
- Male	15	15	100%	20	20	100%
- Female	-	-	-	-	-	-
- Others	-	-	-	-	-	-

## 8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	584	436	74.66%	436	74.66%	431	320	74.25%	320	74.25%
Female	28	6	21.43%	6	21.43%	27	6	22.22%	6	22.22%
Others	-	-	-	-	-	-	-	-	-	-
Total	612	442	72.22%	442	72.22%	458	326	71.18%	326	71.18%
<b>WORKERS</b>										
Male	15	15	100%	15	100%	20	20	100%	20	100%
Female	-	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-
Total	15	15	100%	15	100%	20	20	100%	20	100%



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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	584	584	100%	431	431	100%
Female	28	28	100%	27	27	100%
Others	-	-	-	-	-	-
Total	612	612	100%	458	458	100%
<b>WORKERS</b>						
Male	15	15	100%	20	20	100%
Female	-	-	-	-	-	-
Others	-	-	-	-	-	-
Total	15	15	100%	20	20	100%

**10. Health and safety management system:**

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

Yes, all manufacturing locations under the entity have an Occupational Health and Safety management system in place, in accordance with the guidelines provided by ISO 9001/14001 standards and the legal requirements such as Factories Act, Indian Boilers Act, Environment Protection Act etc. The Occupational Health and Safety management system covers all the units and employees within the manufacturing operation.

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

The Company undertakes periodic internal and external audits to ensure the compliance of Occupational Health and Safety management system within the manufacturing operation. The EHS trainings, audits and inspections are carried out as per the guidelines of ISO 9001/14001 standard. The Company's Process Safety Management system facilitates the implementation of best safety practices. Further, it enables the identification of work-related hazards through design checklists and Hazard and Operability Analysis (HAZOP).

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

Yes, all sites have specific procedure for reporting of work-related hazard, injuries, unsafe condition and unsafe act.

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

Yes, all employees are covered under health insurance scheme / ESI scheme. With the endeavor to promote physical and mental wellbeing for all the employees and workers, the Company designs comprehensive health programs which promote healthy lifestyle practices. Some of the examples of health programs and services offered to the employees are:

- Gym facility;
- Nutrition awareness camp;
- Eye and health checkup camp;
- Lifestyle counselling session.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Contract Worker	-	01
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company is committed to continuously employing world-class Safety, Health and Environment practices through benchmarking with the companies that are best in the business. The Company has an internal committee which reviews and monitors the sustainability, safety, health and environmental policies and activities in compliance with appropriate laws and legislation. This Management and the Board ensures that Safety and Sustainability implications are duly addressed in all-new strategic initiatives, budgets, audit actions and improvement plans.

The Company endeavors to prevent negative health impact on the employees through various health awareness sessions, provision of medical facilities and medical insurance benefits. Additionally, the Company provides voluntary health promotion services such as Gym and counselling, nutritional awareness campaigns among others for inculcating healthy lifestyle practices.

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

	FY 2022-23			FY 2021-22		
	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	-	N.A.	N.A.	-	N.A.	N.A.
Health & Safety	-	N.A.	N.A.	-	N.A.	N.A.

## 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% of the locations are audited internally by the entity. The audits are conducted by internal experts to ensure the compliance of safety regulations and identification of major improvement areas.
Working Conditions	100% (All the sites are assessed on their working conditions by the external and internal audits).

**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.**

All incidents are investigated by cross-functional team. All critical factors involved in an incident are determined through root cause analysis & investigation and corrective / preventive actions are identified to prevent recurrence.

**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.**

Internal and external group of stakeholders have been identified. Presently, the given stakeholder groups have the immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Partners and Vendors.

**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
Employees	No	Senior leaders' communication / talk, summit & conferences, goal setting and performance appraisal meetings/review, union meetings, wellness initiatives, email, circulars, newsletters.	Ongoing	Operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, investor / analysts meet / conference calls, annual report, quarterly results, media releases, Company / SE website	Ongoing	Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are: <ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• ESG disclosures</li> <li>• Regulatory compliance</li> <li>• Overall Company performance</li> <li>• Share price appreciation</li> <li>• Profitability and financial stability</li> </ul>

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

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
Customers	No	Website, distributor / direct customer, senior leader-customer meets / visits, customer plant visits, key account management, trade body membership, complaints management, conferences, exhibitions, customer surveys	Ongoing	Customers form a vital part of the Company's stakeholder engagement group to ensure quality services. The key areas of interest for Customer B2B are: <ul style="list-style-type: none"> <li>Product quality, access and pricing</li> <li>responsiveness to needs, aftersales service</li> <li>responsible guidelines / manufacturing</li> </ul>
Communities	No	<ul style="list-style-type: none"> <li>In-person meetings</li> <li>Engagement through NGO partners</li> </ul>	Ongoing	Community development programs initiated by the Company's Donations and CSR activities enables driving a positive impact on the community members. The key areas of interest for community are: <ul style="list-style-type: none"> <li>Community development programs with a focus on health, education, and infrastructure development</li> </ul>
Suppliers, Partners and Vendors	No	<ul style="list-style-type: none"> <li>Vendor meets</li> <li>Virtual modes such as e-mail, telephonically</li> </ul>	Ongoing	Responsible supply chain practices are critically important for ensuring the business continuity in a sustainable manner. Engagement with suppliers, vendors enable the Company to identify the key material issues impacting the supply chain. The key areas of interest for the suppliers are: <ul style="list-style-type: none"> <li>Timely payments</li> <li>Collaboration</li> </ul>

## 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:

During the year, the Company has provided various trainings to employees and workers. Though the training covers various subjects / topics, there was no specific training highlighting only on human rights issues. We are in the process of establishing a mechanism to record the training details.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	N.A.			N.A.		
Other than permanent						
Total Employees						
<b>Workers</b>						
Permanent	N.A.			N.A.		
Other than permanent						
Total Workers						

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

Category	FY 2022-23					FY 2021-22				
	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>										
Permanent	612	-	-	612	100%	458	-	-	458	100%
Male	584	-	-	584	100%	431	-	-	431	100%
Female	28	-	-	28	100%	27	-	-	27	100%
Others	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
Permanent	15	-	-	15	100%	20	-	-	20	100%
Male	15	-	-	15	100%	20	-	-	20	100%
Female	-	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-
Other than permanent	500	500	100%	-	-	500	500	100%	-	-
Male	499	499	100%	-	-	499	499	100%	-	-
Female	1	1	100%	-	-	1	1	100%	-	-
others	-	-	-	-	-	-	-	-	-	-

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category* (₹ in Lakh)	Number	Median remuneration/ salary/ wages of respective category* (₹ in Lakh)
Board of Directors (BoD)	9	16	2	4
Key Managerial Personnel	5	112.52	-	-
Employees other than BoD and KMP	579	4.43	28	8.91
Workers	15	3.74	-	-

\* Includes sitting fees.

## 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 Head of Human Resource department of the Company is responsible for addressing human rights impact or issues. As part of the HR Manual, the Company adheres to all statutory compliances and applicable laws, regulations in all territories of its operation.

Further, the Company expects all its relevant stakeholders to respect and comply with the applicable laws, regulations in all territories of its operation.

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

The mechanism to redress grievances under human rights is same as for other grievances. On receipt of any concern by through email, letter, web helpline, oral, etc., it is registered with the HR or Internal Complaint Committee in case on sexual harassment and sanity check is done.

For complaints within the purview of the whistle blower or sexual harassment and which merits further investigation are acted upon as per the respective policies.

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

	FY 2022-23			FY 2021-22		
	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	-	N.A.	N.A.	-	N.A.	N.A.
Discrimination at workplace	-	N.A.	N.A.	-	N.A.	N.A.
Child Labour	-	N.A.	N.A.	-	N.A.	N.A.
Forced Labour/ Involuntary Labour	-	N.A.	N.A.	-	N.A.	N.A.
Wagest	-	N.A.	N.A.	-	N.A.	N.A.
Other human rights related issues	-	N.A.	N.A.	-	N.A.	N.A.

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

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. The Company has in place an Anti-Sexual Harassment Policy on prevention of sexual harassment in line with the requirements of the Sexual Harassment of women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Policy). An Internal Complaint Committee is in place to redress the complaints received regarding sexual harassment. All employees are covered under this policy. Necessary disclosures in relation to the sexual harassment complaints received and redressal thereof are provided in Board's Report. The Company has also a Whistleblower Policy to report genuine concerns and grievances. As part of Whistleblower Policy and POSH Policy, the Company has a section mentioned on the protection of identity of the complainant and provides necessary safeguards against victimisation of employees. All such matters are dealt in strict confidence.

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

Yes, the Company expects all its relevant stakeholders to respect and comply with the applicable laws, regulations in all territories of its operation.

**9. Assessments for the year:**

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

**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

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

## 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	Please specify unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	Tj ( Terajoule)	111.63	79.10
Total fuel consumption (B)	Tj	1,131.75	931.62
Energy consumption through other sources (C)	Joules or multiples	-	-
Total energy consumption (A+B+C)	Joules or multiples	1,243.38	1,010.72
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	Joules or multiples	0.182	0.129
Energy intensity (optional) - the relevant metric may be selected by the entity	Joules or multiples	NA	NA

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

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**

Not Applicable

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	254,384	190,601
(ii) Groundwater	kilolitres	-	-
(iii) Third party water	kilolitres	-	-
(iv) Seawater / desalinated water	kilolitres	-	-
(v) Others	kilolitres	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	-	-
Total volume of water consumption (in kilolitres)	kilolitres	254,384	190,601
Water intensity per rupee of turnover (Water consumed / turnover)	KL/Rs of turnover	0.000037	0.000024
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	-	-



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

No

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

The Company implements water conservation through reduce, reuse, recharge and recycle approach within its manufacturing locations. As part of recycle initiative, the Company uses the condensate recycled water as make-up water and also uses sewage treatment plant water which is effectively recycled and reused for in-house gardening. This enables the Company to progress towards Zero-liquid discharge (ZLD) at its manufacturing locations. We have plan of scheme ZLD for future product expansion where all wastewater is treated by using latest MVR technology.

**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	FY 2021-22
NOx	ug/m <sup>3</sup>	15	16
SOx	ug/m <sup>3</sup>	16	17
Particulate matter (PM)	ug/m <sup>3</sup>	25	27
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	ug/m <sup>3</sup>	BDL	BDL
Hazardous air pollutants (HAP)	NA	NA	NA

**Others - please specify**

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

No

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

Parameter	Unit	FY 2022-23	FY 2021-22
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)	MT of CO <sub>2</sub> Eq	112,203	92,024.6
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)	MT of CO <sub>2</sub> Eq	22,016	15,601.9
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT of CO <sub>2</sub> equivalent/Rupee of Turnover	0.0000197	0.0000137
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

**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, supported by M/s. Energy Advisory Services Pvt. Ltd. and assurance by M/s. Beyond Sustainability.

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

Yes, the Company is in process of establishing the roadmap for carbon emission reductions and is working on renewable source of energy along with technological intervention to meet its carbon reduction plan.

- We are using agro based fuel i.e briquette to reduce carbon emissions;
- Heat exchangers to reduce steam and water consumption;
- Intelligent flow controller installed in compressed air system to reduce power consumption;
- Solvent and spent catalyst are either recycled, regenerated and reused.

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

Parameter	Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>			
Plastic waste (A)	metric tonnes	11.18	10.06
E-waste (B)	metric tonnes	-	-
Bio-medical waste (C)	metric tonnes	-	-
Construction and demolition waste (D)	metric tonnes	-	-
Battery waste (E)	metric tonnes	-	-
Radioactive waste (F)	metric tonnes	-	-
Other Hazardous waste. Please specify, if any. (G)	metric tonnes	1056.63	186.5
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	metric tonnes	-	-
Total (A+B + C + D + E + F + G + H)	metric tonnes	1067.81	196.56
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	metric tonnes	11.18	10.06
(ii) Re-used	metric tonnes	-	-
(iii) Other recovery operations	metric tonnes	-	-
Total	metric tonnes	11.18	10.06
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	metric tonnes	3.17	3.07
(ii) Landfilling	metric tonnes	218.34	89.68
(iii) Other disposal operations- Preprocessing / Coprocessing	metric tonnes	834.88	93.77
Total	metric tonnes	1056.63	186.5

**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.**

The waste generated as per hazardous and other waste rules 2016 are within the consents received from time to time and we are certified member of Common Hazardous waste disposal facility for disposal of waste. Mainly distillation residue, spent catalyst and ETP sludge are the wastes generated.

The incinerable hazardous waste generated at the site is sent for co-processing/ pre-processing in cement plants instead of incineration. Spent Catalyst are either regenerated and reused plants. Further, after reuse, the same and ETP sludge is sent for disposal to waste management plant. The agro-waste boiler ash is sent for brick manufacturing, soil enrichment and landfilling.

We always strive to prevent waste generation at source itself while doing our product designing and focusing on extending productive life of products in which our products used which will definitely help to society and circular economy. CFS Management constantly focusing on yield improvement projects and optimisation of resources like material, water, energy etc.

**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:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)	If no, the reasons there of and corrective action taken, if any.
Not Applicable				

**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
No environmental impact assessments were undertaken					

**12. 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).**

Yes, during the reporting year all the manufacturing operations and R&D center's under the entity are generally in compliance with the applicable environmental laws/regulations.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

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

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

## 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.
- 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Indian Organisations	National
2.	Maharashtra Chamber of Commerce, Industry & Agriculture	State
3.	Export Promotion Council for EOUs & SEZ (Ministry 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.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

## PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Not applicable					

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

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

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

The Company has a process to receive and redress concerns/grievances received from the community. The unit level Human Resource Department interacts with the community on a variety of matters including health care, education, disaster relief, rural development, art and culture, receives the concerns (written/verbal) and works towards their redressal.

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

(₹ in Lakh)

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	6,537.36	2,855.47
Sourced directly from within the district and neighbouring districts	69,544.24	55,746.11

**PRINCIPLE 9**

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

**Essential Indicators**

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

The Company has a comprehensive Product Quality Complaint Management system to facilitate timely redressal of the consumer complaints received in terms of product quality. The process is initiated once a product quality complaint is received and logged with the Company's system. Post which, the complainant is acknowledged, and a preliminary assessment is undertaken. A sample follow-up is initiated along with the preliminary assessment. The follow up runs in parallel with initial risk assessment and the investigation procedure. Post the completion of investigation a corrective action plan is initiated.

**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	--
Safe and responsible usage	100%
Recycling and/or safe disposal	-

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (contd.)

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	1	1	The complaints include defective material, packaging defects such as missing components, damaged label and damaged outer packaging etc.	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

### 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, <https://www.camlinfs.com/DataPrivacyPolicy>

### 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.

For the reporting year, there were no complaints received for aforesaid issues.