



PUNJAB CHEMICALS

AND CROP PROTECTION LTD.

CIN NO. L24231PB1975PLC047063

Regd. Office & Works

Milestone-18, Ambala-Kalka Road, Village & P.O. Bhankharpur, Derabassi, Distt SAS Nagar, Mohali (Punjab)-140201, INDIA

Tele: 01762-280086, 522250, Fax: 01762-280070, E-mail: info@punjabchemicals.com, Website: www.punjabchemicals.com

Date: 13th July, 2023

BY E FILING

The Manager Department of Corporate Services BSE Limited MUMBAI-400 001 <u>Re: BSE Scrip Code: 506618</u>	The Manager Listing Department National Stock Exchange of India Limited MUMBAI-400 051 <u>NSE Scrip Symbol: PUNJABCHEM</u>
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2022-23 which forms part of the Annual Report FY 2022-23.

The BRSR is also available on the website of the Company at www.punjabchemicals.com.

This is for your information and records

Thanking you,

Yours faithfully

**For PUNJAB CHEMICALS AND
CROP PROTECTION LIMITED**

**RISHU CHATLEY
COMPANY SECRETARY
& COMPLIANCE OFFICER
(ACS 19932)**

Encls: a/a



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[As per Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Company	:	L24231PB1975PLC047063
2	Name of the Company	:	Punjab Chemicals and Crop Protection Limited
3	Year of Incorporation	:	19-11-1975
4	Registered Address	:	Milestone 18, Ambala Kalka Road, Bhankharpur, Derabassi, Dist. S.A.S Nagar, Mohali-140201 (Punjab)
5	Corporate Address	:	Plot No. 645-646, 5th Floor, Oberoi Chambers II, New Link Road, Andheri (west), Mumbai – 400 053
6	E-mail – Id	:	info@punjabchemicals.com
7	Telephone	:	01762- 280086, 522250
8	Website	:	www.punjabchemicals.com
9	Financial Year reported	:	1st April, 2022 to 31st March, 2023
10	Name of the Stock Exchange(s) where shares are listed	:	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital (in ₹)	:	12,26,21,850
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: Mr. Vinod Kumar Gupta Email: info@punjabchemicals.com Telephone: 01762- 280086, 522250
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 (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Performance Chemicals	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.	Manufacturing of Performance Chemicals	20119,20211	100%

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	3	1	4
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	29

- b. What is the contribution of exports as a percentage of the total turnover of the entity?
– 58% of total turnover
- c. A brief on types of customers
– The Company serves customers in Performance Chemicals including agrochemicals, Specialty and other Chemicals and Industrial Chemicals.

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	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	339	292	86.14%	47	13.86%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total employees (D + E)	339	292	86.14%	47	13.86%
Workers						
4.	Permanent (F)	889	889	100.00%	0	0.00%
5.	Other than Permanent (G)	530	528	99.62%	2	0.38%
6.	Total workers (F + G)	1419	1417	99.86%	2	0.14%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	0	0	0.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%
Differently Abled Workers						
4.	Permanent (F)	0	0	0.00%	0	0.00%
5.	Other than permanent (G)	0	0	0.00%	0	0.00%
6.	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	1	33.33%

20. Turnover rate for permanent employees and workers

	FY 2022-23				FY 2021-22				FY 2020-21			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	9.43%	2.36%	0.00%	11.79%	7.02%	0.29%	0.00%	7.31%	3.03%	0.91%	0.00%	3.94%
Permanent Workers	4.05%	0.00%	0.00%	4.05%	3.34%	0.00%	0.00%	3.34%	4.14%	0.00%	0.00%	4.14%

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.	SD Agchem (Europe) NV	Subsidiary	100%	No



VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (₹ In Crore) 1004

(iii) Net worth (₹ In Crore) 298

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 , the Senior Leadership team regularly communicates with the representatives of nearby communities including villagers to understand and address their concerns, if any. The contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us/	0	0	-	0	0	-
Investors (other than shareholders)	Yes , the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us/	0	0	-	0	0	-
Shareholders	Yes , the Company has a grievance redressal mechanism for shareholders. The Company has appointed Alankit Assignments Limited as the Share Transfer Registrars/Agents. The Alankit Assignments Limited takes care of shareholders' enquiries/queries, requests and complaints. The Share Transfer Registrars/ Agents respond to enquiries/queries, requests and complaints within the framework specified/ defined by SEBI. There is a dedicated email id to receive the grievances from investorhelp@punjabchemicals.com	0	0	-	2	1	-
Employees and workers	Yes , the Company has in place Whistle Blower mechanism and Prevention of Sexual Harassment Policy specifying the grievance redressal mechanism. https://www.punjabchemicals.com/company-policies/	1	0	-	0	0	-
Customers	Yes , the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us/	0	0	-	0	0	-
Value Chain Partners	Yes , the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us/	0	0	-	0	0	-
Other (please specify)	Yes , the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us/	0	0	-	0	0	-

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 :

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Health and Safety	Risk	Workplace accidents, hazards and injury can affect employees' morale, productivity, finances and asset integrity. There are efforts to develop a safe and healthy environment.	<p>The Company has an ISO 45001 certified occupational health and safety (OH&S) management system which governs all the activities to ensure safe and healthy workplace for employees and to achieve Zero accident / incident adhering to the standards of EHS Management systems.</p> <p>Regular training and awareness, enhancing visual display, housekeeping, good maintenance practices, audits, preventing pollution at all stage of manufacturing etc.</p> <p>Regular review of Safety risk mitigation plans by the Risk Management Committee and the board.</p> <p>On-site and Off-site emergency plans and regular mock drills for emergency preparedness and enhancement of skill in employees.</p>	Negative
2.	Environment and Sustainability	Risk	The environmental risk in relation to emissions, climate change and to preserve nature and its biodiversity.	<p>The Company has an ISO 14001 certification in place and take proper control measures in addressing issues of climate change, pollution management and emission control.</p> <p>The Company has online continuous Emissions Monitoring System connected with Central and/or State Pollution Control Boards to keep a check on emissions and comply with the statutory requirements of the Central and/or State Pollution Control Boards and emphasis on enhancing recycling of water through Zero Liquid Discharge. Planting more trees and increasing the green cover at sites and in the villages / localities adopted under CSR.</p>	Negative
3.	Energy efficiency	Opportunity	Effective energy and waste management systems improves the resource management of the company thereby improving its performance and topline growth.	<p>Explore the use of alternate and renewable energy sources to reduce consumption of fossil fuels.</p> <p>Reuse and recycle solvents to conserve natural resources.</p>	Positive
4.	CSR	Opportunity	Developmental projects to create a positive impact and improve community relations.	Contributions made by the Company towards upliftment of the community through various initiatives and partnerships focusing on the education, health, rural infrastructure development, sanitation, environment conservation among others, elevates the Company's brand value among the local community members as well as contributes towards positive social performance.	Positive



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.

Disclosure Questions (Details of P1 to P9 are provided in Section C)	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)	Yes.								
b. Has the policy been approved by the Board? (Yes/No)	Yes.								
c. Web Link of the Policies, if available	https://www.punjabchemicals.com/company-policies/								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
4. Name of the national and international codes/ certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company has ISO 9001, ISO 14001 and ISO 45001 certifications in place. The company complies with the Environment Protection Act, 1986, Child Labor (Prohibition and Regulation) Act, 1996 and Minimum Wages Act, 1946. The Company continues to stay committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of honesty, integrity, governance, ethical and transparency in all its business transactions.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company aims to create value for all our stakeholders by striking a balance between sustainability and business activities. The Company is constantly working hard to reduce the energy consumption in an effort to reduce our carbon footprint and adopting and implementing projects that are more sustainable. Proper control measures for health and safety of employees and workers and nearby residents and communities, climate change, pollution management and emission control.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is audited and reviewed periodically by different teams and committees led by the Senior Management.								
Disclosure Questions									
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company is committed to integrate its environmental, Social and Governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services, wastewater Management, Nature and biodiversity. The company has established policies for Safety, Health and Environment (EHS) and is committed to conducting beneficial and fair business practices to the labor, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair. It strives to be the neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development through CSR. Apart from this the company has its separate policy for Code of Conduct, Whistle Blower Policy, and POSH.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	1. Name: Mr. Shalil Shashikumar Shroff Designation: Managing Director DIN:00015621 2. Name: Mr. Vinod Kumar Gupta Designation: Chief Executive Officer								
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, the Company has a committee of Board of Directors for Risk Management which is also responsible for making decisions on sustainability issues.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors									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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No, However, the policies are reviewed periodically from a best practice perspective as well as from a risk perspective. Further, the process and compliance with the policies are also reviewed internally by various departmental heads and business heads.								

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

a.	The entity does not consider the Principles material to its business (Yes/No)	All the above principles are covered by the policies
b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
c.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
d.	It is planned to be done in the next financial year (Yes/No)	
e.	Any other reason (please specify)	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impacts	% of persons in respective categories covered by the awareness programs
Board of Directors	4	The Company conducts familiarization programs for its Board of Directors at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, employee well-being, innovation and R&D and various other regulatory updates.	100%
Key Management Personnel	4	Team Management, Unpublished Price Sensitive Information (UPSI), Prevention of Sexual Harassment (POSH).	100%
Employees other than BOD and KMP	43	Team Management, Change Management, Unpublished Price Sensitive Information (UPSI), ISO 45001, Emergency Handling, Documentation, Material Safety Data Sheet (MSDS), Prevention of Sexual Harassment (POSH).	100%
Workers	69	Personal Protective Equipment (PPE), Fire Safety, Material Handling Material Safety Data Sheet (MSDS) ,Loading Unloading, Unsafe Act and Conditions, Work Permit, Chemical Handling etc.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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					
Settlement			Nil		
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment			Nil		

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

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

– The Company continues to stay committed to conducting business in accordance with applicable laws, rules and regulations and the highest standards of honesty, integrity, governance, ethical and transparency in all its businesses. The Company has the Anti Bribery & Anti corruption policy to discourage bribery, corruption, gifts, payments, or any kind of consideration solicited, from or given to any person, to secure advantage in business transactions/ dealings and has also adopted Whistleblower Mechanism for reporting about unethical behavior, actual or suspected fraud or violation of the Company's Code of Conduct. The policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel.

The anti-corruption or anti-bribery policy is available at <https://www.punjabchemicals.com/wp-content/uploads/2023/03/Anti-Bribery-and-Anti-Corruption-Policy.pdf> of the Company.

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

Particulars	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMP's	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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	0	–	0	–
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	–	0	–

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

Total number of awareness programs held	Topics / principles covered	Value chain partners covered
	Nil	

- 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.

All the Directors of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes the shareholding.

Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For related party transactions, full disclosure is made for all transactions with the audit committee. This is on a prior approval basis and the information is reviewed quarterly. Additionally, the Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

PRINCIPLE 2 : Businesses should provide goods and services in a manner that are 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.

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts.
R&D	26%	44%	Improvement in Environmental impact parameters such as Water, Air, Hazardous.
Capex	52%	11%	To improvise the Emission absorption system, a healthy and safe environment for workers.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
 - Yes, To ensure sustainable sourcing, the organization has established a system for carefully reviewing vendor documents prior to material sourcing from vendors. We have vendor qualification SOP for key vendors.
 - If yes, what percentage of inputs were sourced sustainably?
 - 100%
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
 - Plastics (including packaging): As per the Plastic Waste Management rules, the company has laid down a procedure for collecting and segregating plastic waste generated during the process. Further recycling and disposal of the plastic is carried out as per the CPCB guidelines.
 - E-waste: The Company has standard procedure for handling, storage and disposal of generated E-waste as per E-Waste (Management) Rules. Further recycling and disposal of E-waste generated is carried out as per CPCB guidelines.
 - Hazardous waste: The Company has standard operating procedure for handling, storage and disposal of generated Hazardous waste as per Hazardous Waste (Management and Transboundary) Rules. Further disposal of generated waste is carried out as per CPCB and PCB guidelines. We have an agreement in place with the TSDF site for the safe and sustainable disposal of generated waste.
 - and other waste: The Company has standard operating procedure for handling, storage and disposal of generated canteen waste and sending for vermi-composition.
- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
 - Yes, the company is registered as per the Extended Producer Responsibility (EPR) plan.

Leadership indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?
 - N.A.
- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.
 - N.A.

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

Indicate Input material	Recycled or reused input material to total material	
	FY 2022-23	FY 2021-22
Benzene	88.29%	87.81%
Toluene	96.85%	95.39%
Denatured Spirt	64.28%	65.56%

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

	FY 2022-23			FY 2021-22		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	35.8MT	36MT	107MT	46MT	47MT	138MT
E-waste	0	0	0	0	0	0
Hazardous waste	NA	NA	485.920MT	0	0	497.610MT
Other Waste like Boiler Ash	0	0	1600MT	0	0	1715MT

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
– 0.00%.

PRINCIPLE 3 : Businesses should respect and promote the well being of all employees, including those in the value chain.

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)
Permanent Employees											
Male	292	149	51.03%	292	100%	0	0.00%	0	0.00%	0	0.00%
Female	47	22	46.81%	47	100%	47	100%	0	0.00%	0	0.00%
Total	339	171	50.44%	339	100%	47	13.86%	0	0.00%	0	0.00%
Other than Permanent Employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

- 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)
Permanent Workers											
Male	889	212	23.85%	889	100%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	889	212	23.85%	889	100%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent Workers											
Male	528	0	0.00%	528	100%	0	0.00%	0	0.00%	0	0.00%
Female	2	0	0.00%	2	100%	2	100%	0	0.00%	0	0.00%
Total	530	0	0.00%	530	100%	2	0.38%	0	0.00%	0	0.00%

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	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	14.00%	66.00%	Y	13.00%	66.00%	Y
Others : Please Specify.	Nil	Nil	Nil	Nil	Nil	Nil

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, Most of our working locations are accessible to differently abled persons. The Company is working towards further improvement on the same.

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.

– No

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100	100	0	0
Total	100	100	0	0

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.

– Yes, there is a mechanism available to receive and redress grievances.

Category	Mechanism in Brief
Permanent Workers	On receipt of any grievance through verbal, email, letter or telephonically etc., it is registered at the HR & Admin office and GM (HR & Admn) tries to resolve the same amicably with or without the help of other Senior Officers. For some complaints, if required, further investigation is done through an internal investigator / external investigator. The investigator conducts investigation by gathering the data, validating, analyzing and giving his observations and recommendations. The investigation report is further reviewed by the top Management and the recommendations are acted upon. The documentation of the action taken is filed for records. These are reviewed by the CEO, the Audit Committee and the Board, wherever necessary.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized 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	339	0	0.00%	342	0	0.00%
Male	292	0	0.00%	292	0	0.00%
Female	47	0	0.00%	50	0	0.00%
Total Permanent Workers	889	863	97.08%	868	846	97.47%
Male	889	863	97.08%	868	846	97.47%
Female	0	0	0.00%	0	0	0.00%

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)
Employees										
Male	292	75	25.68%	103	35.27%	292	70	23.97%	68	23.29%
Female	47	4	8.51%	27	57.45%	50	0	0.00%	10	20.00%
Total	339	79	23.30%	130	38.35%	342	70	20.47%	78	22.81%
Workers										
Male	889	268	30.15%	0	0.00%	868	351	40.44%	0	0.00%
Female	0	0	0	0	0.00%	0	0	0.00%	0	0.00%
Total	889	268	30.15%	0	0.00%	868	351	40.44%	0	0.00%

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)
Employees						
Male	292	163	55.82%	292	165	56.51%
Female	47	33	70.21%	50	35	70.00%
Total	339	196	57.82%	342	200	58.48%
Workers						
Male	889	487	54.78%	868	490	56.45%
Female	0	0	0.00%	0	0	0.00%
Total	889	487	54.78%	868	490	56.45%

10. Health and safety management system:

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

Yes. Safety Management Framework covers all the business activities and the same are aligned with the EHS Management System as well as ISO 45001:2018 requirements. The coverage is 100% and includes all employees, workers and contractors associated with us. Maintaining and improving the safety and well-

being of our people is an integral part of core values of our organization.

- 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 has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations and hazardous chemicals used, sites have deployed structured Hazard

Assessment, Risk Assessment and Management Process – both qualitative and quantitative which is regularly reviewed and mitigation plans are put in place for high-risk areas. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities. For all activities including routine or non-routine (permit/project activities) hazards are identified by a trained cross-functional team and risk assessment and management is done through Hazard Identification and Risk Assessment (HIRA)/Job Safety Analysis (JSA)/Standard Operating Procedure (SOP) which is referred before starting any activity. The Company has procedures for process safety and functional safety including Layers of Protection Analysis (LOPA). Identified hazards and associated risks are addressed through operational control measures using a hierarchy of control approach. Techniques like Process Hazard Analysis (PHA), what-if-analysis, Failure Mode Effect Analysis (FMEA) are carried out on a case-to-case basis. On a day-to-day basis unsafe conditions and hazards are also identified by employees and reported in the near miss register or in the safety suggestion box or telephonically to their HOD's. This facility is also extended to contractors working on sites. The closure of same is tracked to ensure risk control at workplace. Storing and handling

of toxic chemicals like chlorine, solvents, flammable materials etc. are identified as the major process hazards at the site for which the Company has carried out Quantitative Risk Assessment; HAZOP study and engineering review by external / internal experts as appropriate.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)
 - Yes, we encourage our employees to report near-miss incidents for each department through a register. These are compiled on digital platforms, for compliance and statistical analysis through a central team of experts at each site. All sites have specific procedures for reporting of work-related hazards, injuries, unsafe conditions and unsafe acts.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)
 - Yes, Employees and workers of organisation have access to non-occupational medical healthcare services. At all sites we have dedicated doctors, person can approach them for non-occupational illness related issues.

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	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	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 work place.

- The Company is committed to continuously employing Environment, Health and Safety (EHS) practices through continual improvements. The Company has integrated EHS (Environment, Health, Safety) Policy, which is implemented across all the three sites. The EHS Policy is aligned to the Group Safety Policy; Corporate Sustainability and the safety of stakeholders. To ensure steady improvement in the EHS performance, the Company has already adopted standards such as ISO 45001 and other Safety guidelines. HIRA i.e. Hazard identification and Risk Assessment and Management is being done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure. Job Safety Analysis (JSA) Procedure is being followed

for nonroutine jobs. HAZOP i.e. Hazard and operability studies are being done to ensure adequate controls are in place to prevent process related events. Hierarchy of controls is being ensured for application of risk control measures. Control measures are in place to bring risks in acceptable range. Deployment of a Safe and Healthy system of work is assured through periodic safety audits and inspections across sites. The controls serve as an essential barrier to protect employees and the environment from potential hazards. Operating Procedures and Safe Work Practices ensures uniform and safe operations and minimise operational errors with consistent performance. Hazard Monitoring and Communication of materials and processes are continuously monitored, reported, and communicated to all employees. All these systems and practices help to ensure availability of a safe and healthy workplace.

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

Category	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	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working conditions	100%

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

Safety related incidents are being investigated and investigation reports are shared across the sites for deployment of corrective actions and to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits. Significant risks/ concerns arising from safety risk assessment of Health and Safety Practices are addressed through adequate engineering and system controls.

Leadership Indicators

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

(A) Employees	Yes, the Company extends a compensatory package to all its employees including workers in event of death.
(B) Workers	

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

– Company regularly monitors remittance of statutory dues by value chain partners as part of processing their bills on a regular basis with periodic audits.

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

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

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

– Yes, on case to case basis.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	25%, The Company has practice to visit the customers before purchasing technical products and ensure adequate training is being provided by supply chain partners to handle products safely. For domestic value chain partners also, adequate training is ensured by supply chain partners to handle products safely.
Working conditions	

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

– Nil

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, advertisements, community meetings, Notice board, website, others).	Frequency of engagement. (Annually, Half Yearly, Quarterly/ others – Please Specify).	Purpose and scope of engagement including key topics and concerns raised during such engagements.
Shareholders	No	Email, SMS, Website & Newspaper, annual/quarterly reports and earning calls, investor presentations and investor conferences	Quarterly/need based	Share price appreciation, dividends, profitability and financial stability, corporate governance, ESG disclosures, regulatory compliance and overall Company performance.
Employees	No	Email & Website, In person meetings	Regularly, an ongoing activity.	Employee engagement initiatives, innovations, achievements, awards, update on policies, operational efficiencies, improvement areas, long-term strategy plans, training, professional growth and development, health, safety and engagement initiatives
Customers	No	Email & Website, In person meetings, con-call meetings	Regularly, an ongoing activity.	Update on Business performance and new product development / initiatives, product quality and availability, responsiveness to needs, after sales service, responsible guidelines.
Suppliers / Partners	No	Email & Website, In person meetings, con-call meetings, Vendor meets	Regularly, an ongoing activity.	Update on Business performance and new product development / initiatives, product quality and availability, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behaviour), ISO standards, collaboration and digitalization opportunities
Government	No	Email & Website, meetings, legal submissions and approvals	Periodically, an ongoing activity / as and when required	Regulatory filings, legislations, ESG practices, frameworks for sustainability and beyond compliance, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer / local infrastructure, proactive engagement
Communities	No	Email & Website, in person meetings	Periodically, an ongoing activity.	Waste management, integrated water management, clean water, climate change impacts, community development, self-sustainability, livelihood support, disaster relief, CSR activities with a focus on health, education, sanitation and infrastructure development.

Leadership Indicators

- 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 company has a Stakeholder Relationship Committee in place ensure that an effective self-regulatory mechanism exists to protect the interest of stakeholders. The concerns identified and are resolved to the satisfaction of the shareholders. The Management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company has focused on this aspect through its EHS(Environment, Health, Safety) policy that updates the progress on the actions to the Board and takes inputs on a quarterly basis.
- 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, through community interaction study, the Company engages with its stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental and social topics.
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
 - The Company follows an extensive development approach which specifically targets the vulnerable and marginalized stakeholders. It has been the Company's constant endeavor to focus on inclusive and collaborative growth in the neighborhood areas of operations aiming to improve the quality of life by better education, health care, agriculture/animal husbandry, better livelihood skills and employment.

PRINCIPLE 5 : Businesses should respect and promote human rights.

Essential Indicators

- 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			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	0	0	-	0	0	-
Other than Permanent	0	0	-	0	0	-
Total Employees	0	0	-	0	0	-
Workers						
Permanent	0	0	-	0	0	-
Other than Permanent	0	0	-	0	0	-
Total Employees	0	0	-	0	0	-

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/A)	No. (F)	% (F/D)
Employees										
Permanent										
Male	292	0	0.00%	292	100%	292	0	%	292	100%
Female	47	0	0.00%	47	100%	50	0	%	50	100%
Other than Permanent										
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent										
Male	889	889	100%	0	0.00%	868	868	100%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent										
Male	528	528	100%	0	0.00%	531	531	100%	0	0.00%
Female	2	2	100%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	12,12,500	1	12,12,500
Key Managerial Personnel *	2	-	1	-
Employees other than BoD and KMP	290	379299	46	619821
Workers	889		0	-

* Median of Key Managerial Personnel is not comparable as Chief Financial Officer and Company Secretary worked for the part of year.

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.
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
- The Company has a common mechanism to redress grievances under human rights as for other grievances. Grievances are received through email, letter, or telephonically etc., it is registered by the HR and Admin department at respective locations and its sanity check is done. For complaints which is in the purview of the Code of Conduct committee, merits further investigation. Investigation is either internal or external, based on its severity. The investigator conducts investigation by gathering the data, validating, analyzing and gives his observations and recommendations. The investigation report is further reviewed by the CEO and the recommendations are acted upon. The documentation of the action taken is filed for records. These are reviewed by the Audit Committee.

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

Category	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	1	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human Rights related Issues	0	0	-	0	0	-

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

- As part of Whistleblower Policy and POSH Policy, the Company strictly maintains the protection of identity of the complainant. All such matters are dealt in strict confidence. As a part of our policy on Code of Conduct, the Company does not tolerate any form of retaliation or revenge against anyone reporting legitimate concerns. Anyone involved in targeting such a person is subjected to disciplinary action, wherever found.

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

- Yes.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	
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.

- There were no audit concerns in the above areas from assessments in FY 2022-23.

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
 - NIL
- Details of the scope and coverage of any Human rights due-diligence conducted.
 - NIL
- 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.
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child labour	0.00%
Forced/involuntary labour	0.00%
Wages	0.00%
Others : Please Specify.	0.00%

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

NA

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:

Parameters	FY 2022-23	FY 2021-22
Total electricity consumption (A)	36626054000	35556196000
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	1635482000	1092951000
Total energy consumption (A+B+C)	38261536000	36649147000
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	3.79	3.92
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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:

Parameters	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	N.A.	N.A.
(ii) Groundwater	101553.5m ³	104659.5m ³
(iii) Third party water	N.A.	N.A.
(iv) Seawater / desalinated water	N.A.	N.A.
(v) Others	N.A.	N.A.
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	101553.5m ³	104659.5m ³
Total volume of water consumption (in kilolitres)	101553.5m ³	104659.5m ³
Water intensity per rupee of turnover (Water consumed / turnover) KL/Crores	100.75	112.42
Water intensity (optional) - the relevant metric may be selected by the entity	N.A.	N.A.

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, water assessment/ evaluation/assurance has been successfully conducted by Thapar University, Patiala.

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

Yes, the Company is Zero liquid Discharge, the generated effluent is being fed into MEE for thermal decomposition and the condensate so, received is being recycled in the Cooling towers.

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

Parameters	Please specify unit	FY 2022-23	FY 2021-22
NOx	MT	1.57	1.23
Sox	MT	1.1	1.01
Particulate matter (PM)	MT	1.41	1.22
Persistent organic pollutants (POP)	0	0	0
Volatile organic compounds (VOC)	0	0	0
Hazardous air pollutants (HAP)	0	0	0
Others – please specify	0	0	0

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:

Parameters	Unit	FY 2022-23	FY 2021-22
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)	Metric tonnes of CO ₂ equivalent (Scope 1: Direct emission)	1213.54 MT	1254.25 MT
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)	Metric tonnes of CO ₂ equivalent (Scope 2: Indirect emission)	0	0
Total Scope 1 and Scope 2 emissions per rupee of Turnover	MT CO ₂ /₹	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable	Not Applicable

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 established system to meet in carbon emission reduction plan and the company is using rice-husk as a fuel in boiler for steam generation.

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

Parameters	FY 2022-23	FY 2021-22
Total waste generated (in metric tons)		
Plastic waste (A)	180.01MT	231.25MT
E-waste (B)	0.250	0.200
Bio-medical waste (C)	0.0012	0.0003551
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+B + C + D + E + F + G + H)	180.2612	231.4503

Parameters	FY 2022-23	FY 2021-22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	Nil	Nil
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	642.130	626.824MT
(ii) Landfilling	469.16MT	505.920MT
(iii) Other disposal operations	1161.654MT	494.11MT
Total	2772.94MT	1626.85MT

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.

A complete strategy to trash minimization, segregation, and safe disposal is integrated by the company into its waste management plan. The Company has put in place several initiatives to reduce manufacturing rejects as part of the resource optimization and waste minimization process. The strategy is being adopted by the company to reduce usage of hazardous waste and toxic chemicals by source reduction through plant modifications, waste recovery/recycle or waste treatment through destruction, detoxification or neutralization the undesirable waste and waste minimization also being done through process modification.

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 thereof and Corrective action taken, if any.
1			NA

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
Nil					

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

- Yes, the company is Complying with all the above mentioned acts and rules

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				

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:

Parameters	FY 2022-23 (in gigajoule)	FY 2021-22 (in gigajoule)
From renewable sources		
Total electricity consumption (A)		
Total fuel consumption (B)	NA	NA
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	36626054000	35556196000
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	1635482000	1092951000
Total energy consumed from non- renewable sources (D+E+F)	38261536000	36649147000

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. Provide the following details related to water discharged:

Parameters	FY 2022-23	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)	NA	NA
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of Treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of Treatment		
(iv) Sent to third-parties (KL released to CETP)		
- No treatment		
- With treatment – please specify level of Treatment Primary, aerobic secondary and tertiary.		
(v) Others		
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged (in 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.

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

Only water withdrawal and consumption is being carried out in water stress area

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area- Derabassi and Lalru
- (ii) Nature of operations- Manufacturing of Agrochemicals and Specialty Chemicals
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameters	FY (2022-23)	FY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) To Surface water	NA	NA
(ii) To Groundwater	101553.5m3	104659.5m3
(iii) Third party water.	NA	NA
(iv) Sea water / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	101553.5m3	104659.5m3
Total volume of water consumption (in kilolitres)	101553.5m3	104659.5m3

Parameters	FY (2021-22)	FY (2021-22)
Water intensity per rupee of turnover (Water consumed/turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the Entity.		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of Treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged (in 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.

– Not Applicable

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

Parameters	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0	0
Total Scope 3 emissions per rupee of turnover	MT/₹	0	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable	Not Applicable

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. The Company is zero liquid discharge unit.

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

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	Integrated Waste Management	i) Converting Hazardous waste in useable material like: Spent Acetic Acid, Spent Poly aluminium chloride, Spent HCL, Spent NMP, Spent KCL Solution, Spent Oxalic Acid of Layer, Spent Morpholene of Layer. ii) Scrubber installation at boiler to avoid air pollution. iii) New Technology (MVRE) Mechanical Vapor Recompression Evaporation to minimize stream consumption	Conservation of Natural resources/ Raw materials/ Reduction in usage of natural resources. Air pollution control. Conservation of natural resources.



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

Yes, the Company has a business continuity and on-site emergency plan for all its locations. This business continuity plan enables the Company to adapt in situations arising from any natural calamity or an unprecedented event which may disrupt the business operations. The Company continuously enhances its existing plan by incorporating interferences and observations from disruptions faced in the unprecedented situations such as the pandemic. Further the Company's risk management plan enables the minimisation of disaster-linked losses, by assessing the potential for major disruption with its consequent risks to the business, and by providing the appropriate mitigation action plans.

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 impact.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- None.

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	CHEMEXCIL-Basic Chemicals, Cosmetics & Dyes Export Promotion Council	National
2	PHDCCI – PHD Chamber of Commerce and Industry	
3	BCCI - Bombay Chamber of Commerce and Industry	
4	Crop Care Federation of India	
5	The Council of EU Chamber of Commerce in India	

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.
- Not applicable.

Leadership Indicators

1. Details of public policy positions advocated by the entity:
- 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.
- No assessments carried out
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
- Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.
- The Senior Leadership team regularly communicates with the representatives of nearby communities including villagers to understand and address their concerns, if any. The Company believes that the overall development of communities is of paramount importance, accordingly it work towards assisting communities with their social and economic well-being. In addition, the Company proactively engages with the community as a part of the CSR initiatives.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	5.70%	4.82%
Sourced directly from within the district and neighboring districts	9.81%	9.45%

Leadership Indicators

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

In the FY 2022-23, there was no Social Impact Assessments Conducted

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

For this reporting year, the Company did not undertake any CSR projects in designated aspirational districts.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No, the Company does not have any preferential procurement policy focusing on suppliers from marginalised vulnerable groups.

- (b) From which marginalized /vulnerable groups do you procure?

Not Applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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

The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

Approximate project-wise beneficiaries (including vulnerable and marginalized groups) are mentioned below:

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Environment Projects	5000	100% Beneficiaries from Rural areas.
2	Medical camp in nearby village.	350	100% Beneficiaries from Rural areas.
3	Education Projects	2000	100% Beneficiaries from Rural areas.
4	Preventive Health Care Projects – Health & Eye Check up Camps	400	100% Beneficiaries from Rural areas.

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 well-established setup for logging complaints for the existing customers through emails, letters and phone. Complaints are escalated and resolved within the time bound period depending on the nature of the complaint.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percent to total turnover
Environmental and Social parameters relevant to the products	0.00%
Safe and responsible usage	100%
Recycling and/or safe disposal	0.00%



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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil			Nil	NA	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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.punjabchemicals.com/wp-content/uploads/2023/06/Security-Policy.pdf>

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.

- The Company has policy for the same at place and cyber security has also been outsourced and managed by a leading IT service company. Internally regular reviews are conducted and corrective actions are taken to improve the cyber security as per requirements. Data privacy requirements are being evaluated. Actions will be taken against the guilty as per data privacy law.

and responsible usage of products. The information label attached to each product informs the consumers about pharmacokinetics, instructions for safe use, sourcing of ingredients, composition, mechanism of action, clinical pharmacology, product interactions and side effects, and guidance on appropriate storage conditions, among others.

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

- The Company informs through emails and phone calls.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/Not Applicable) If yes, provide details in brief.

- Yes, our product labels are very detailed and carry information about Hazards and safe handling. Address and contact numbers of Manufacturing sites and H.O. is provided on product labels.

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

- No.

6. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact : Nil
- Percentage of data breaches involving personally identifiable information of customers : Nil

Leadership Indicators

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

The information on products and services of the entity can be accessed at <https://www.punjabchemicals.com/agrochemical/>

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

The Company adheres to relevant regulatory requirements by disclosing information to its stakeholders on the safe