



NEOGEN
CHEMICALS LTD.

August 12, 2023

BSE Limited Department of Corporate Services, Floor 25, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400 001	National Stock Exchange of India Limited Listing Department, Exchange Plaza, C-1, Block G Bandra Kurla Complex, Bandra (E), Mumbai – 400051
Scrip Code No: 542665	Company Symbol: NEOGEN

Dear Sirs,

Sub: Submission of Business Responsibility and Sustainability Report for the FY 2023.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we submit herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year ended March 31, 2023.

The said BRSR also forms an integral part of the Annual Report of the Company for the FY 2023, submitted to the stock exchanges vide letter dated August 12, 2023.

This is for your information and record please.

Thanking you,

Yours truly,

For Neogen Chemicals Limited

Unnati Kanani

Company Secretary & Compliance Officer

Membership No: ACS 35131

Encl: A/a

Business Responsibility & Sustainability Report [BRSR]

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24200MH1989PLC050919
2	Name of the Listed Entity	Neogen Chemicals Limited
3	Year of incorporation	1989
4	Registered office address	Office No.1002, 10th Floor, Dev Corpora Bldg., Opp. Cadbury Co., Eastern Express Highway, Pokhran Rd. No. 2, Khopat, Thane (W) 400 601, India
5	Corporate address	Office No.1002, 10th Floor, Dev Corpora Bldg., Opp. Cadbury Co., Eastern Express Highway, Pokhran Rd. No. 2, Khopat, Thane (W) 400 601, India
6	E-mail	investor@neogenchem.com
7	Telephone	+91 22 2549 7300
8	Website	www.neogenchem.com
9	Financial year for which reporting is being done	1st April 2022 to 31st March 2023
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11	Paid-up Capital	INR 24.94 Crores
12	Contact Person	
	Name of the Person	Dr. Harin Kanani
	Telephone	022-25497300
	Email address	investor@neogenchem.com
13	Reporting Boundary	
	Reporting Boundary	Standalone
	If selected consolidated:	
	Name of the Subsidiaries (S) /JVs/Associate Companies	CIN Number
	NA	NA

II. Product/Services

14 Details of business activities

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Organic chemicals	Engaged in manufacturing of Bromine Compounds, Advanced Intermediates and Custom Synthesis & Contract Manufacturing	67.52
2.	Inorganic chemicals	The portfolio includes specialty, inorganic lithium-based chemical products which find applications across multiple industries	32.48

15 Products/Services sold by the entity

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Organic Chemicals	20119	67.52
2.	Inorganic Chemicals		32.48

III. Operations
16 Number of locations where plants and/or operations/offices of the entity are situated as on March 31,2023:

Location	Number of plants	No. of Offices	Total
National	3	2	5
International	0	0	0

17 Market served by the entity

	Locations	Numbers
• No. of Locations	National (No. of States)	13 States and 2 Union Territories
	International (No. of Countries)	29 countries
• What is the contribution of exports as a percentage of the total turnover of the entity?	48.29%	
• A brief on types of customers	The Company offers a variety of specialty chemicals to the pharmaceutical, engineering, and agrochemical industries. In addition to manufacturing specialty chemicals, the Company is engaged in custom synthesis and contract manufacturing to develop custom products for specific customers and to serve diverse industries such as electronic chemicals, aroma chemicals, flavors, battery chemicals, eco-friendly VAM, and construction chemicals.	

IV. Employees
18. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and workers (including differently-abled)					
	Employees					
1	Permanent (A)	325	307	94.46%	18	5.54%
2	Other than Permanent (B)	0	0	0%	0	0%
3	Total Employees (A+B)	325	307	94.46%	18	5.54%
	Workers					
4	Permanent (C)	256	256	100%	0	NA
5	Other than Permanent (D)	656	640	97.56%	16	2.44%
6	Total Workers (C+D)	912	896	98.25%	16	1.75%
b.	Differently abled employees and workers					
	Differently abled Employees					
1	Permanent (E)	0	0	NA	0	NA
2	Other than Permanent (F)	0	0	NA	0	NA
3	Total Differently abled Employees (E+F)	0	0	NA	0	NA
	Differently abled Workers					
4	Permanent (G)	0	0	NA	0	NA
5	Other than Permanent (H)	0	0	NA	0	NA
6	Total Differently Abled workers (G+H)	0	0	NA	0	NA

19. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	1	12.5%
2	Key Management Personnel (including Chairman & Managing Director, Managing Director, Whole Time Director, CFO and CS)	5	1	20%

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

Category	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.4%	5.6%	32.9%	24.9%	0%	24.9%	16.2%	0%	16.2%
Permanent Workers	39.8%	0%	39.8%	16.1%	0%	16.1%	24.6%	0%	24.6%

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

21 Names of holding / subsidiary / associate companies / joint ventures

S. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Dhara Fine Chem Industries	Joint Venture	90%	No
2.	Neogen Ionics Limited	Wholly Owned Subsidiary	100%	No

VI. CSR Details

22	a.	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
		Turnover (in Rs.)	6,86,18,37,919.02
		Net worth (in Rs.)	4,82,60,86,838.37

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	Yes, a mechanism is in place to interact with community leaders to understand and address their concerns, if any	0	0	0	0	0	0
Investors (other than shareholders)	Yes	Yes, a mechanism is in place wherein certain Company representatives and the IR Agency of the Company understands and addresses their concerns, if any	0	0	0	0	0	0

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
Shareholders	Yes	Shareholders may register their Complaints at https://scores.gov.in/scores/Welcome.html . Also the Company has given Investor relations contact at https://neogenchem.com/investor-contacts/	0	0	0	0	0	0
Employees and workers	Yes	HR policy and Code of Conduct of the Company	0	0	0	0	0	0
Customers	Yes	https://neogenchem.com/wp-content/uploads/L-Whistle-blower.pdf	12	0	resolved	10	0	resolved
Value Chain Partners	Yes	BRSR Policy	0	0	0	0	0	0

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

S. No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Risk	With increasing regulations over energy management and fuel alternatives. It is important for the Company to opt for efficient and lesser polluting energy sources.	The Company regularly conduct energy-saving assessments to identify opportunities for optimizing energy efficiency throughout the operations. The key initiatives include implementing energy-efficient technologies, upgrading infrastructure, and adopting smart energy management systems. They also prioritize the use of renewable energy sources and increasing its proportion in the energy mix.	Negative impact is incurred financially.

S. No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Occupational Health & Safety	Risk	<p>The workforce engaged in the chemical sector is very evidently exposed to hazards and chemical risks. Being, a responsible corporate citizen, it is important for the Company to safeguard their workforce and deploy initiatives and strict protocols to mitigate any chance of incident & mishappening.</p>	<p>The company prioritizes the well-being of its employees through a comprehensive Health and Safety Management Plan. With a focus on prevention and mitigation, they proactively identify and address potential hazards to ensure a safe working environment for all. Their Process Safety and Risk Management protocols encompass stringent measures to prevent accidents, assess risks, and implement controls that meet or exceed industry standards. The Company has:</p> <ul style="list-style-type: none"> • Emergency Preparedness Plan which enables them to respond quickly and effectively in crisis situations, safeguarding lives and minimizing disruptions. • Safety Management System (SMS) as part of the Company's stringent incident reporting system where even non-injury incidents and unexpected occurrences are recorded. • ISO 45001:2018 certification at Karakhadi and Dahej SEZ Plant. 	<p>Negative impact is incurred financially due to increased expenditure over initiatives and asset management.</p>

S. No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Waste Management	Risk	Managing waste is significant to the Company to ensure responsible operations and safe management of their impact. Due to the nature of the function, the Company generates significant amount of waste including solvents and unwanted chemicals that could be harmful to the environment and human health. Safe disposal practices are encouraged to ensure healthy waste management.	The Company responsibly disposes off its solid waste at permitted landfills and incinerators as a part of its solid waste management policy. The hazardous waste is diverted to co-processing units. Additionally, the Company has re-cycling mechanism in place due to which >10% of the quantity is re-cycled.	Negative impact is endured due to measures of waste handling and management.
4.	Climate Change	Risk	With increasing inclination towards governance over carbon emissions and climate change, it is critical for the Company to monitor their exhaust and complex emissions to prevent loss in the forms of fines and penalties.	The Company prioritize the use of renewable sources of energy to power their operations. Furthermore, they invest in energy-efficient equipment and technologies to minimize energy consumption and reduce greenhouse gas emissions. As part of their environmental stewardship, the company is actively exploring opportunities for Carbon Capture, Utilization, and Storage (CCUS) to offset their carbon footprints. During the year under review, the Company has initiated with the implementation of Solar Plant to run its operations, thereby reducing the carbon foot print.	Negative implications are due to additional cost incurred for monitoring and management of emissions.

S. No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Compliance	Risk	Ethical operations and governance are the reflection of responsible compliance of the Company. Being, a chemical manufacturer it is critical for the company to be compliant with applicable set of regulations and norms and hence, avoid getting penalized.	The Company is committed to adhering to all applicable legal requirements, ensuring that their operations are in full compliance with the law. To monitor the compliance efforts, the Company conduct regular assessments on a quarterly basis. These assessments encompass a thorough review of processes, procedures, and practices to identify any areas of non-compliance or potential risks. By proactively monitoring compliance status, they promptly address issues and implement corrective actions.	Negative implications are observed due to investments to ensure compliance within the processes and Implications would be positive as the company adheres to Compliances and this outweighs the cost that would be incurred due to non compliance
6.	Water and effluent	Risk	Multiple processes in the operation of the Company are dependent over water. Responsible management leads to better stakeholder entrustment and systematic discharge of effluents prevents penance and penalties.	The Company has robust initiatives to ensure 100% wastewater effluent treatment as follows: <ul style="list-style-type: none"> • Karakhadi, Vadodara Plant contains an effluent treatment plant with primary (chemical), secondary (biological), and tertiary (disinfection) treatment facilities. • Mahape Plant disposes off liquid effluent in a shared wastewater treatment plant. • Dahej SEZ plant successfully operated a zero liquid discharge (ZLD) system, which recycle 75% of the water required KL/day. 	Negative impact is incurred financially.

S. No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Human Rights	Risk	Adherence of human rights throughout the function and preventing any type of exploitation is salient to the Company. Disobedience to human rights harms the Company on reputational basis.	<p>The Company uphold and respect the fundamental human rights of their employees, customers, and stakeholders. They are committed to create an inclusive and diverse work environment that promotes equality, non-discrimination, and fair treatment for all.</p> <p>Additionally, the Company's Prevention of Sexual Harassment (POSH) policy and whistleblower policy provides protection to the complainant and guides them to raise any concern with regards to misconduct and ill-treatment.</p>	Negative impact is incurred to ensure adherence to the human rights throughout the operations.
8.	Business Ethics	Opportunity	Good governance and ethical operations provide virtuous work produce. It is important for the Company to ensure transparent practices and safeguard business ethics for increased stakeholder entrustment.	<p>The Company adheres to the highest ethical standards, where Code of Conduct serves as a guiding principle for employees and senior management as well. It outlines their commitment towards integrity, transparency, and responsible business practices. The HR Policy further reinforces this commitment by promoting fairness, equal opportunity, and respect in all aspects of employment. By upholding these policies, they ensure that ethical conduct remains at the core of their operations, thus maintaining trust with stakeholders and the communities they serve.</p> <p>Additionally, the Company has Whistleblower Policy which provides guidance to raise a concern about any misconduct/ frauds occurring within the Company.</p>	Positive impact is incurred financially.

S. No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Supply Chain Sustainability	Risk	It is important for the Company to operate with resilience and deliver without disruption.	The Company regularly engage with suppliers to align on quality standards, ethical practices, and sustainability goals. Their well-managed supply chain ensures efficient procurement, timely deliveries, and uninterrupted operations. By nurturing these long-standing relationships, the Company drives a mutually beneficial environment that encircles innovation, enhances reliability, and resilience.	Negative implications as it may affect our deliveries as well.
10.	Training & Education	Opportunity	The dynamic training & learning programmes support are workforce with skill & knowledge development and enhancement. Well-structured learning programmes expose the workforce to newer and better processes that ultimately increases the efficiency and productivity of work function.	The Company significantly invest in comprehensive training programs that equip workforce with the knowledge, skills, and resources they need to excel in their roles. Through the initiatives towards health & safety and skill upgradation of workforce, the Company strives to cultivate a knowledgeable and high-performing workforce that fuels progress and excellence.	Positive implications due to increased work productivity.
11.	Local Communities	Opportunity	It is important for the Company to operate in coherence with community and its priorities and avoid any conflict.	The Company has broader objective to contribute to the well-being of the communities and society. Through, Corporate Social Responsibility (CSR) policy, we prioritize in the following focus area: <ul style="list-style-type: none"> • Rural Development • Healthcare, Sanitation, and nutrition • Education • Environment Sustainability • Conservation and management of natural resources 	Positive implications are due to reputational gains and benefit to the society as a whole.

S. No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12.	Materials	Risk	For maintaining continuous operations and deliver quality produce, it is important for the Company to ensure the regular supply of materials that are cost friendly and optimum on the quality mark.	The procurement team of the Company ensures that the great majority of the important raw materials are available from several sources. Additionally, the Company keeps strong, long-term relationships with suppliers and leverage raw resources at affordable prices. Also, the Company maintains adequate inventory to mitigate such risks.	Negative implications
13.	Market Presence	Opportunity	It is important for the Company to outreach to more customers and penetrate deeper in the market and enjoy growing market base with multiple profitable opportunities.	Over the years, the Company has expanded its range of products to cater diverse customer base. The present portfolio has over 244 products, which find application across multiple industries in India, including pharmaceuticals, engineering fluids, electronic chemicals, polymer additives, agrochemical intermediates, water treatment, construction chemicals, aroma chemicals, specialty polymers, flavours and fragrances, with new upcoming usage in lithium-ion battery materials for energy storage and EV application.	Positive implications are due to increased market penetration and customer base.

S. No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
14.	Technology	Risk	Obsolescence risk is the possibility that a procedure or technology used or created by a business will become outdated and, as a result, become less competitive in the market	<p>The Company heavily relies on its information technology systems and uses them in its day-to-day corporate activities such as processing financial information, managing information pertaining to creditors/debtors, customer communication, marketing via website, and engaging in normal business activities.</p> <p>The Company regularly evaluates its cyber space and information technology guidelines. Additionally, it implements the appropriate information technology framework and assures compliance with it. The Company has effective backup system in place to mitigate the risk that may be caused due to any partial or complete disruption of our information technology systems.</p>	Negative implications may be incurred.
15.	Global Uncertainty	Risk and Opportunity	Uncertain events like Pandemic, geopolitical disruptions, natural calamities, war, and terrorism may impact the business and stakeholders of the Company	<p>The Company has adopted precautionary measures in order to:</p> <ul style="list-style-type: none"> • To curb the impact of Global uncertainties • To increase outreach of countries having stable political regimes • To develop moderate capabilities to mitigate impact of natural calamities to the extent possible. 	Negative impact may be incurred.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1	<p>a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</p> <p>Yes Yes Yes Yes Yes Yes Yes Yes Yes</p>								
	<p>b. Has the policy been approved by the Board? (Yes/No)</p> <p>Yes Yes Yes Yes Yes Yes Yes Yes Yes</p>								
	<p>c. Web Link of the Policies, if available</p> <p>The mandatory policies are available at https://neogenchem.com/corporate-governance/</p>								
2	<p>Whether the entity has translated the policy into procedures. (Yes / No)</p> <p>Yes Yes Yes Yes Yes Yes Yes Yes Yes</p>								
3	<p>Do the enlisted policies extend to your value chain partners? (Yes/No)</p> <p>Yes Yes Yes Yes Yes Yes Yes Yes Yes</p>								
4	<p>Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p> <p>ISO 45001 : 2018 Certification ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018, G M P Certification ISO 45001 : 2018 Certification ISO 45001 : 2018 Certification ISO 45001 : 2018 Certification ISO 14001 : 2015, ISO 45001: 2018 Certification No ISO 45001 : 2018 Certification ISO 9001 : 2015 Certification</p>								
5	<p>Specific commitments, goals and targets set by the entity with defined timelines, if any.</p> <p>Company has laid down its ESG roadmap with specific goals and targets with defined timelines and will be disclosing on its performance in the forthcoming reporting years.</p>								
6	<p>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p> <p>Performance of each of the principles is reviewed periodically by the Management and the respective Departments</p>								
Governance, Leadership and Oversight									
7	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.</p> <p>The Company possesses a visionary and clear strategy to create value and achieve sustainable growth. To accomplish this, diversification will play a crucial role, leading us to venture into electrolyte manufacturing, a related but untapped field. This expansion will allow us to broaden our range of specialized offerings. Going forward, the Company's commitment lies in utilizing our expertise and capabilities to deliver sustainable and profitable results. The Company takes pride in showcasing our accomplishments in tackling ESG-related challenges and objectives. Recognizing the significance of sustainability, the Company has made substantial strides in reducing emissions, managing effluents, and upholding ethical business practices. Continuous improvement remains a steadfast commitment for the Company.</p> <p>In the upcoming year, the Company's focus will be on further decreasing greenhouse gas emissions and enhancing our initiatives for positive social impact. Understanding that ESG considerations are vital for long-term success, the Company is fully dedicated to integrating them across all aspects of its operations.</p>								
8	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p> <p>Name: Dr. Harin Kanani DIN Number: 05136947 Designation: Managing Director Telephone Number: 022-25497300 Email ID: investor@neogenchem.com</p>								
9	<p>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.</p> <p>The Company has a Risk Management Committee and a Corporate Social Responsibility Committee. The Company has integrated ESG (Environmental, Social, and Governance) risks into the terms of reference of its Risk Management Committee. This ensures the identification of internal and external risks faced by the company. In addition to this, the areas for CSR activities include Water Management Programmes, environmental sustainability, and agricultural development; promoting education among children; promoting healthcare, including preventive healthcare and sanitation, and disaster management; contributing towards combating the COVID-19 pandemic; supporting women's empowerment projects; and rural development projects.</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
Performance against above policies and follow up action	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Quar	Quar	Quar	Ann	Quar	Quar	Ann	Ann	Quar
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	terly	terly	terly	ally	terly	terly	ally	ally	terly
										Annu	Annu	Annu	ally	terly	terly	ally	ally	terly
										ally	ally	ally						

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	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The Company conducts periodic review of the SOPs and policies internally by the Senior Management and Board Committees. The Quality, Safety & Health and Environmental Policies are subject to internal and external audits as part of certification process and ongoing periodic assessments. Other policies are periodically evaluated for their efficacy through internal audit mechanism.									

12. If answer to Question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
Questions									
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	8	Team Building workshop, Training on Company law and SEBI Regulations including Insider Trading Regulations, POSH, Anti Bribery, Applicable law and Tax Regulations.	37.5%
Key Management Personal	5	Personality Development/Values, Ethics & SOP	100%
Employees other than BODs and KMPs	320		100%
Workers	912		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.

During FY 2022-23, there were no such reported cases on the Company.

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

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement/agencies / judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

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

Not Applicable

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

Yes, the Company does have the Anti-Bribery and Anti-Corruption (ABAC) policy. They take a zero-tolerance approach towards bribery and corruption and are committed to acting professionally, fairly and with integrity in all their business dealings and relationships wherever they operate. The Company has adopted a Whistle-blower Policy and Vigil Mechanism to provide a formal mechanism to the Directors, employees, and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides adequate safeguards against victimization of stakeholders who avail the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee. The ABAC Policy aims to provide guidance to directors, officers and employees or persons who perform services for or on behalf of the Company on what is appropriate and acceptable, and what is not acceptable, for offering, giving and accepting gifts and hospitality.

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

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

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

During FY 2022-23, there were no such reported cases on the Company.

LEADERSHIP INDICATORS

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

Yes, the Company has a detailed process in place to avoid/manage conflict of interests involving members of the Board. It is important for the individual to disclose of any interest may have in Company or firm which is a supplier, customer, distributor of or has any business dealings with the Company. The Board should be informed about such circumstances and the concerned individual would take necessary action as advised to resolve/avoid conflict. Weekly Meets are held to discuss, understand and amicably resolve the conflict.

The Code of Ethics can be accessed from here: <https://neogenchem.com/corporate-governance/>

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

ESSENTIAL INDICATORS

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

Type	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	60%	70%	R&D of pharma related products to improve health of people
Capital Expenditure (CAPEX)	60%	99%	Reduction in discharge of harmful content in environment and R&D of pharma related products.

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

Yes

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

58% of inputs are sourced sustainably.

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

Not applicable

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

Yes, the Extended Producer Responsibility applies to the activities of the entity, and the company's waste collection plan is in line with it. The plan has been submitted to the Pollution Control Board.

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	307	307	100%	307	100%	NA	NA	0	0%	0	0%
Female	18	18	100%	18	100%	18	100%	NA	NA	0	0%
Total	325	325	100%	325	100%	18	5.54%	0	0%	0	0%
Other than Permanent Employees											
Male											
Female	Not Applicable										
Total											

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	256	256	100%	256	100%	NA	NA	0	NA	0	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	256	256	100%	256	100%	0	NA	0	NA	0	NA
Other than Permanent workers											
Male	640	640	100%	640	100%	NA	NA	NA	NA	NA	NA
Female	16	16	100%	16	100%	16	100%	NA	NA	NA	NA
Total	656	656	100%	656	100%	16	2.44%	NA	NA	NA	NA

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

Sr. No.	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Y	100%	100%	Y
2	Gratuity	100%	100%	Y	100%	100%	Y
3	ESI	0%	18.8%	Y	0%	21.5%	Y
4	Others-Please Specify	Not applicable					

4. 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, the premises/offices of the Company are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

5. 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 strictly prohibits any discriminatory practices on the basis of sex, race, religion, caste, color, marital status, disability, or any other criteria. The Company fosters a culture of inclusivity at the workplace and ensure equal opportunity for every employee irrespective of their race, caste, religion, color, sex, ancestry, marital status, age, nationality and disability.

The policy can be accessed from <https://neogenchem.com/wp-content/uploads/E-code-of-Ethics-Directors-KMP.pdf>.

6. 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	0	0	0	0
Total	0	0	0	0

7. 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.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	The Company describes its mechanism available to receive and redress grievances under its Whistle Blower policy. Complainant may raise detailed "Reportable Matter" or "Alleged Misconduct" to Audit Committee. The Audit Committee act responsibly while maintaining confidentiality in an unbiased manner. A team of investigators is appointed to proceed the investigation and the Chairman of Audit Committee is responsible for recommending disciplinary action against the subject.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Male	307	0	0	253	0	0
Female	18	0	0	17	0	0
Total	325	0	0	270	0	0
Permanent Workers						
Male	256	15	5.86%	223	15	6.73%
Female	0	0	0	0	0	0
Total	256	15	5.86%	223	15	6.73%

9. Details of training given to employees and workers:

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	307	307	100%	307	100%	253	253	100%	253	100%
Female	18	18	100%	18	100%	17	17	100%	17	100%
Total	325	325	100%	325	100%	270	270	100%	270	100%
Permanent Workers										
Male	256	256	100%	256	100%	223	223	100%	223	100%
Female	0	0	NA	0	NA	NA	0	NA	0	NA
Total	256	256	100%	256	100%	223	223	100%	223	100%

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Permanent Employees						
Male	307	307	100%	253	253	100%
Female	18	18	100%	17	17	100%
Total	325	325	100%	270	270	100%
Permanent Workers						
Male	256	256	100%	223	223	100%
Female	0	0	NA	0	0	NA
Total	256	256	100%	223	223	100%

11. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, the Company has Environment, Health & Safety management system in place.
a. 1. What is the coverage of such system?	The system is applicable across all sites of the Company. The Karakhadi and Dahej sites of the Company holds ISO 45001:2018 certification.
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 believes that accidents and occupational health hazards can be significantly reduced through systematic analysis and control of risks and providing training to the employees. Regular work area monitoring to check concentration of chemicals, noise level, and quality of air at manufacturing locations is carried out as per statutory requirement. The various processes being implemented in this regard at Neogen includes Hazard and Operability Study (HAZOP), Hazard Identification and Risk Assessment (HIRA), Work Permit System for Non Routine Job.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes, the Company provides medical insurance to their employees.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	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

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

- The Company has strong commitment towards Environment, Health & Safety, they endeavor to continuously improve workplace safety and process safety management process through employee engagement and specific training programmes, along with behavioral change.
- Internal and external safety aspects are regularly monitored to enhance safety standards while deploying remedial measures.
- The Company reports even non-injury incidents and unexpected occurrences in Neogen's safety management system (SMS) as part of the Company's stringent incident reporting system.
- The Company sincerely works to identify each incident's cause, and protective measures are taken to prevent future similar occurrences.
- HAZOP Study of all new products.

- Different Trainings (Emergency Response Team, Contract Workers Basic PPE Training, Introduction Safety Training, Process Safety Training, Etc.)
- Fire Drills, Mock Drills for employees and workers.
- Pre- Startup Safety Review of New stream Safe Operation Check.
- Compulsory Safety Training to every employee during Induction programme.
- Maintaining and keep all emergency Equipment Healthy.

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

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

15. Assessments for the year:

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

16. 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.

The Company has demonstrated a proactive approach by promptly addressing health and safety concerns in the workplace. The safety department conducts monthly review meetings to analyze the root causes of incidents. Additionally, the Company is responsible for developing corrective and preventive actions.

Leadership Indicators

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

- Employees (Yes/No): Yes
- Workers (Yes/No): Yes

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

The Company takes following measures to ensure that statutory dues have been deducted and deposited by the value chain partners:

- Monthly Provident Fund (PF), Wage register, bank transfer etc. are the documents submitted on the monthly basis by the contractors as per statutory dates to the entity's HR team.
- For any non-compliance, the Company has stringent penalty clause.
- If the documents of statutory payments are not made by any contractors, the Company's HR team has full authority to hold the payment of the contractor as a control system. The hold payments are released only once the statutory compliance dues are paid by the contractors with the documentary evidence.

With the above control system, the Company ensures that the contractors pay well on time to all contract employees, along with all statutory compliance.

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

Essential Indicators

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

The company works with a variety of stakeholders throughout its value chain. Each business function creates a list of relevant stakeholders and ensures that the expectations of both the company and stakeholders are aligned. The company identifies stakeholders based on its business model and sector-specific factors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> Company website reports to stock exchange investor meets quarterly results 	<ul style="list-style-type: none"> Monthly Quarterly Half Yearly annually 	<ul style="list-style-type: none"> Long term value creation Transparency Good governance Socially & Environmentally Responsible Brand Image
Customers	No	<ul style="list-style-type: none"> Emails Customer satisfaction survey 	<ul style="list-style-type: none"> Need based 	<ul style="list-style-type: none"> Responsible production Competitive cost Quality & timely delivery
Employees	No	<ul style="list-style-type: none"> Newsletter employee engagement survey emails 	<ul style="list-style-type: none"> Monthly Quarterly Half-Yearly 	<ul style="list-style-type: none"> Diversity Quality of work and life Fair wages & remuneration benefits Training & Development Career growth Health & safety
Regulatory bodies and government agency	No	<ul style="list-style-type: none"> Seminars specialized programs conferences 	<ul style="list-style-type: none"> Quarterly annually 	<ul style="list-style-type: none"> Implementation of compliance management system Proactive compliance
Suppliers and contractors	No	<ul style="list-style-type: none"> Supplier meets weekly discussion meetings contract discussion meetings 	<ul style="list-style-type: none"> Monthly Quarterly Annually Need based 	<ul style="list-style-type: none"> Cost Timely delivery On time payment Ethical behavior Product quality Health & safety
Local Communities	Yes	<ul style="list-style-type: none"> Regular engagement with local communities Community engagement during CSR initiatives 	<ul style="list-style-type: none"> Need based 	<ul style="list-style-type: none"> Development interventions Local employment generation

Leadership Indicators

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

The Company has a robust stakeholder consultation process in place. Neogen’s Board consults with stakeholders on economic, environmental, and social issues through the appropriate responsible functions. Neogen compiles feedback from stakeholders and presents it to the Board for review.

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

The Company believes that comprehensive stakeholder consultation is an essential component of its materiality assessment process. This enables us to identify key environmental, social, and governance topics and develop effective strategies for managing them.

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

The Company has identified marginalized and disadvantaged groups through surveys, assessments, and approaching various local communities. The Company has a broader objective of contributing to the well-being of the communities and society it affects and depends on. To achieve this, the company undertakes various CSR activities and donations to uplift and improve the lives of disadvantaged, vulnerable, and marginalized stakeholders. Specifically, Neogen focuses on key areas such as promoting education among children in rural areas by providing laptops and devices, sponsoring scholarships, and covering school/tuition fees. These initiatives are carried out in the areas surrounding the company’s manufacturing locations.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	325	325	100%	270	270	100%
Other than permanent	0	0	0	0	0	0
Total Employees	325	325	100%	270	270	100%
Workers						
Permanent	256	256	100%	223	223	100%
Other than permanent	656	656	100%	691	691	100%
Total Workers	912	912	100%	914	914	100%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
	Permanent Employees									
Male	307	0	0	307	100%	253	0	0	253	100%
Female	18	0	0	18	100%	17	0	0	17	100%
Other than Permanent										
Male	0	0	0	0		0	0	0	0	0
Female	0	0	0	0		0	0	0	0	0
Workers										
Permanent										
Male	256	0	NA	256	100%	223	0	NA	223	100%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent										
Male	640	640	100%	0	0	686	686	100%	0	0
Female	16	16	100%	0	0	5	5	100%	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective categories (₹ in lakhs)	Number	Median remuneration/ salary/ wages of respective categories (₹ in lakhs)
Directors (Executive Directors)	3	53.59	0	0
KMPs	1	16.64	1	3.18
Employees other than BoD and KMP	303	709.17	17	33.77
Permanent Workers	256	205.80	0	0
Other than Permanent Workers	640	1.80	16	1.80

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

Yes

The Company has Employee/Works Committee at its Plants located at Karakhadi and Dahej, SEZ.

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

The Company describes its mechanism available to receive and redress grievances under its Whistle Blower policy. Complainant may raise detailed "Reportable Matter" or "Alleged Misconduct" to Audit Committee. The Audit Committee act responsibly while maintaining confidentiality in an unbiased manner. A team of investigators is appointed to proceed the investigation and the Chairman of Audit Committee is responsible for recommending disciplinary action against the subject.

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

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

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

The Company's Prevention of Sexual Harassment (POSH) policy identifies that complainant of sexual harassment cases needs to be protected for their own personal and professional development. The Company's POSH as well as whistleblower policy discloses about the protection of complainant that s/he should not be under any risk of retaliation or adverse consequence due to their disclosure. They will not be under any risk of losing his/her job, or suffer loss in manner like transfer, demotion, refusal of promotion.

The POSHA policy and the Whistle Blower policy of the Company can be accessed at <https://neogenchem.com/wp-content/uploads/M-POSHA-Policy.pdf> and <https://neogenchem.com/wp-content/uploads/L-Whistle-blower.pdf> respectively.

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 labor	0
Forced/involuntary labor	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

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, as no cases were reported.

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

There has been no change in the process for addressing human rights grievances/complaints during the current financial year.

2. 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, the premise/office of the Company is accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016, due to availability of ramps, special restrooms and elevators.

3. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	0
Forced/involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (GJ)	24,831.92	18,042.96
Total fuel consumption (B) (GJ)	79,424.51	48,960.83
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	1,04,256.43	67,003.79
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per million INR)	15.19	13.75

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, an independent assurance has not been carried out by an external agency.

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	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	62,594	32,872
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	0	0

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	62,594	32,872
Total volume of water consumption (in kilolitres)	62,594	32,872
Water intensity per rupee of turnover (Water consumed / turnover) (kl per million INR)	9.12	6.75

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, an independent assurance has not been carried out by an external agency.

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

Yes, The Company has installed ZLD (Zero Liquid Discharge) facility for all the organic products manufactured at Dahej SEZ plant unit. This ZLD facility is equipped with modern UF (Ultra filtration) and multistage RO (Reverse Osmosis) process to treat the effluent reusable in utility. This reduces the usage and consumption of natural resource like water at the Dahej site.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	T/Year	3.99	2.01
SOx	T/Year	3.20	1.86
Particulate matter (PM)	T/Year	1.90	1.00
Persistent organic pollutants (POP)	T/Year	NA	NA
Volatile organic compounds (VOC)	T/Year	NA	NA
Hazardous air pollutants (HAP)	T/Year	NA	NA
Others – please specify – CO2	T/Year	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, an independent assurance has not been carried out by an external agency.

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

Parameter	unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	4,456.72	3,628.00
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	4,897.41	3,959.43
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO2e / million INR	1.36	1.56

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, an independent assurance has not been carried out by an external agency.

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

The Company had initiated the process for installation of Solar Panels at its Karakhadi Plant in FY 23 and the same got implemented in FY 24, thereby contributing towards reduction in Green House Gas Emissions and the carbon foot print.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	20	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	3,968.45	2,143.02
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G+ H)	3,988.45	2,143.02
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	2,618.71	1,860.03
(ii) Re-used	0	0
(iii) Other recovery operations	50	0
Total	2,668.71	1,860.03
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	396.86	182.52
(iii) Other disposal operations	953.37	100.47
Total	1,350.23	282.99

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, an independent assurance has not been carried out by an external agency.

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 Company has established regulations regarding the handling of waste for all its divisions, encompassing both hazardous and non-hazardous waste. The Company strictly adheres to the authorized terms and conditions when disposing of solid and hazardous waste. The solid waste produced by the Company is transported to an authorized facility specialized in hazardous waste management and disposed of through the authorized TSDF (Treatment, Storage, and Disposal Facility), as confirmed by valid CC&A (Consent to Establish and Operate) and the online tracking system of GPCB (Gujarat Pollution Control Board) Manifest Only.

To reduce the total waste, the company utilizes the MEE (Multiple Effect Evaporation) and ATFD (Agitated Thin Film Dryer) processes. Additionally, the Company maintains a Zero Liquid Discharge (ZLD) system for organic products to minimize the overall hazardous chemical impact.

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:

The company does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.

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
Not applicable					

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 compliant in accordance with environmental laws, regulations, and industry standards. The Company strives to reduce environmental impact by conducting business efficiently.

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
1	Water (Prevention and Control of Pollution) Act	NA	NA	NA
2	Air (Prevention and Control of Pollution) Act	NA	NA	NA
3	Environment protection act and rules thereunder	NA	NA	NA
4	The Hazardous and Other Wastes (Management and Transboundary Movement) Rules,	NA	NA	NA
5	The Plastic Waste Management Rules, 2016	NA	NA	NA
6	The E-Waste (Management) Rules	NA	NA	NA
7	The Solid Waste Management Rules,	NA	NA	NA
8	The Batteries (Management and Handling) Rules,	NA	NA	NA

Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources (in GJ)		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)- (on-site solar installation)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
Total electricity consumption (D)	24,831.92	18,042.96
Total fuel consumption (E)	79,424.51	48,960.83
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1,04,256.43	67,003.79

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, an independent assurance has not been carried out by an external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
Total Water Discharged (in kilolitres)	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, an independent assurance has not been carried out by an external agency.

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

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

Name of the area: SEZ II, Dahej

Nature of operations: Chemical production

Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2,022 -23 (Current Financial Year)	FY 2,021 -22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	62,594	37,872
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	62,594	37,872
Total volume of water consumption (in kilolitres)	62,594	37,872
Water intensity per rupee of turnover (kl / million INR)	9.12	6.75
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	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, an independent assurance has not been carried out by an external agency.

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

Not reported

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, an independent assurance has not been carried out by an external agency.

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	ZLD	Achieved ZLD (Zero Liquid discharge) to reuse treated w/w in Utilities to reduce GIDC water intake	Water Intake from GIDC been reduced

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

Yes, we have a disaster management plan, and the following activities are being carried out at our sites:

- We have trained an Emergency Response Team (ERT) at all of our sites to handle emergencies as first responders. They are available round the clock to ensure a swift response.
- We maintain a fully stocked fire-fighting water storage system capable of supporting continuous firefighting for up to 4 hours. Our warehouses are equipped with advanced auto Quick Response (QR) sprinklers for emergency situations. Dedicated sprinkler lines are installed at the Dahej site specifically for managing emergencies in the storage warehouse.
- Dedicated assembly points, sirens, spill controls, wind shocks, related medical antidotes, and facilities are available at all of our sites.
- We have established mutual aid agreements and partnerships with neighboring entities for effective emergency management.
- Regular fire drills and mock drills are conducted to calculate disaster management response times and identify areas that need improvement.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

No significant adverse impacts on the environment have been reported.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impact

We have conducted assessments for 20% of our Critical Raw Material Suppliers and 90% of the hazardous waste receivers as required under Rule 9.

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

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

Yes, the Company is affiliated with total 16 trade and industry chambers/associations.

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

S. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Gujarat Industries (FGI)	State
2.	Vadodara chamber of commerce and industry (VCCI)	State
3.	Dahej Industries Association	State
4.	Dahej Eco Friendly Society	State
5.	Indian Chemical Council (ICC)	National
6.	IMC Chamber of Commerce and Industry	National
7.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
8.	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
9.	The Confederation of Indian Industry (CII)	National
10.	CHEMEXCIL	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:

No such cases were reported against the Company during FY 2022-23 related to anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

Leadership Indicators

1. Details of public policy positions advocated by the entity

S. no	Public policy advocated	Method resort for such advocacy	Whether the information is available in the public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
NA	NA	NA	NA	NA	NA

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
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA

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

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 INR)
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA

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

The company has identified marginalized and disadvantaged groups through surveys, assessments, and by approaching various local communities. We work towards uplifting and improving the lives of these disadvantaged, vulnerable, and marginalized stakeholders through various CSR activities and donations.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ Small producers	3.48	3.14
Sourced directly from within the district and neighbouring districts	0.94	0.58

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)

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

S. no	State	Aspirational District	Amount spent (INR)
1	Gujarat	Vadodara	14.95
2	Gujarat	Banaskantha	4
3	Gujarat	Kutch	25
4	Gujarat	Morbi	22
5	Gujarat	Narmada	1
6	Gujarat	Tapi	1.76
7	Gujarat	Mahisagar	4.25
8	Gujarat	Bharuch	0.06
9	Gujarat	Ahmedabad	5.00
10	Maharashtra	Ratnagiri	3.26
11	Maharashtra	Mumbai	3.5
12	Maharashtra	Navi Mumbai	1.25
13	Maharashtra	Thane	5
14	Maharashtra	Raigad	5

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

NO

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

NA

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

NA

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

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

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

Name of Authority	Brief of the Case	Corrective action taken
Nil	Nil	Nil

6. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Vermicompost beds Project and other cost	1	100
2	Gobar Gas Project	1	100
3	Seeds and fertilisers distribution	10	100
4	Environment awareness program	30-40	100
5	Laying potable water pipeline from Sondha Village to Karakhadi Village	approx 5000- 10000	100
6	Laying of pipeline for supply of drinking water to villagers at dapoli	approx 1000	100
7	Water Management Programme (Lake Escavation)	1000	100
8	construction of Borewell	30	100
9	RO PLANT	approx 1000- 2000 village people	100
10	Providing education and vocational training	Approx. 50 children in a tribal village at Sai Bangoda, Aarey	100
11	Supporting Literature	Approx. 350	100
12	Dyan Vikas Sanstha	15	100
13	Emergency preparedness Training Lakhigam school	100 Students of Primary & Secondary school	100
14	Research Centre for Astronomy	Approx 10 Researchers in Astronomy	100
15	Education kits	40-45 school students	100
16	Providing Ambulance at Karakhadi	Approx 5000 village people	100
17	Project Poshan	69	100
18	Treatment of Thalassemia patient	1	100
19	Toilets for student	40-45 school students	100
20	Women empowerment by providing sewing machine	15	100
21	Carpentary materials to villagers and hair cutting materials	15	100
22	Eradication of Poverty by way of supporting small businesses	18	100
23	Contraction of 20 houses for Nomad Settlement At. Charadva Ta. Halvad Dist.	20 families	100

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

Essential Indicators

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

The Company has a well-structured mechanism in place to receive and respond to consumer complaints within reasonable time frame. The Company collects consumer feedback on aspects like Quality of Product, Packaging Quality, Scheduled Delivery, Document Accuracy, promptness of response and Courtesy of Staff.

The Company has provided details for reaching them out at their website with all necessary information at <https://neogenchem.com/>

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

Information related to	As a percentage to total turnover
Environment and Social parameters relevant to product	20%
Safe and responsible usage	10%
Recycling and/or safe disposal	20%

3. Number of consumer complaints

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

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

	Number	Reason for recall
Voluntary recalls	0	No complaints received related to safety issue
Forced recalls	0	No complaints received related to safety issue

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.

The Company realizes the importance of cybersecurity and data privacy throughout its operations. They have deployed appropriate information technology framework and guidelines; and ensures compliance with the same. Additionally, it implements the appropriate information technology framework and assures compliance with it. The Company has effective backup system in place to mitigate the risk that may be caused due to any partial or complete disruption of our information technology systems.

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

Not applicable

Leadership Indicators

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

The Company has developed products which are used as intermediates in the Pharmaceutical, Agrochemical, Polymer Additive Paint and Construction Chemical industry, its diverse range can be accessed at <https://neogenchem.com/products/>

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

The Company responsibly discloses all the relevant information about their products in compliance with the laws in regards with products' labels.

3. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/Not Applicable)? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the Company disclosed product information on the product as mandated by laws.

The Company conducts regular customer's survey on an annual basis whose outcomes are reviewed by the management as well. The survey covers diverse aspects like Quality of Product, Packaging Quality, Scheduled Delivery, Document Accuracy, promptness of response and Courtesy of Staff.

4. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact – 0

b. Percentage of data breaches involving personally identifiable information of customers – 0