



CIN # L51900GJ1980PLC065554

Regd. Office :  
Survey No. 363, 364 & 366,  
At & Po Ranla 391 780, Ta-Savli,  
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**SEPL/SE/Sep/23-24**  
**September 6, 2023**

**The General Manager,**  
**Corporate Relations/Listing Department**  
**BSE Limited**  
Floor 25, P.J. Towers,  
Dalal Street,  
Mumbai – 400 001  
**Scrip Code: 501423**

**The Manager,**  
**Listing Department**  
**National Stock Exchange of India Limited**  
Exchange Plaza, Plot No. C/1, G Block,  
Bandra – Kurla Complex,  
Bandra (E),  
Mumbai – 400 051  
**Scrip Code: SHAILY**

**Sub: Submission of Business Responsibility and Sustainability Report**

**Ref: Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

**Dear Sir,**

Please find enclosed Business Responsibility Sustainability Report of the Company for the Financial Year ended on 31<sup>st</sup> March 2023.

Kindly take the same on record.

Thanking You.

Yours truly,  
**For Shaily Engineering Plastics Limited**

**Dimple Mehta**  
**Company Secretary & Compliance Officer**  
**M. No. A 31582**  
*Encl: a/a*

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Company

1. **Corporate Identity Number (CIN) of the Listed Entity** : L51900GJ1980PLC065554
2. **Name of the Listed Entity** : Shaily Engineering Plastics Limited
3. **Year of incorporation** : 18/04/1980
4. **Registered office address** : Survey no. 364/366 at & Po. Rania - 391 780 Taluka Savli District Vadodara, Gujarat, India
5. **Corporate address** : 8, J.P. Nagar , Old Padra Road, Vadodara – 390 015, Gujarat , India.
6. **E-mail** : secretarial@shaily.com
7. **Telephone** : +91 7574805122 , +91 7574805181
8. **Website** : www.shaily.com
9. **Financial year for which reporting is being done** : F.Y. 2022-23
10. **Name of the Stock Exchange(s) where shares are listed** : BSE Limited and National Stock Exchange of India Limited (w.e.f. 4<sup>th</sup> April, 2022)
11. **Paid-up Capital** : ₹9,17,35,020
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** : Ms. Dimple Mehta , Company Secretary T: +917574805122,+917574805181 Email: secretrarial@shaily.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated Financial Statements, taken together).**

This report is being prepared on a 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	Plastic products, non-metallic mineral products, rubber products, fabricated metal products	98.78%

#### 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.	Plastic products, non-metallic mineral products, rubber products, fabricated metal products	222	98.78%

### 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	6	3	9
International	0	2	2

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

##### a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	40

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

Exports contributed 77.03% of the total turnover of the entity for the FY 2022-23

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

Shaily Engineering Plastics Limited the Company is engaged in the manufacture & supply of high precision injection moulded plastic components/products which are supplied across multiple industries, viz.

- Home furnishings
- Medical devices, packaging
- FMCG
- Automotive
- Appliances
- Electronics, LED lightings
- Engineering & others
- Toys
- The Company manufactures & supplies medical devices on contract manufacturing basis & also supplies medical devices where the IP is owned by the Company
- The Company manufactures moulds & dies which are also supplied to the customer

### IV. Employees

#### 18. Details as at the end of F.Y. 2022-23

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	496	472	95.16%	24	4.84%
2.	Other than Permanent (E)	279	267	95.70%	12	4.30%
3.	Total employees (D + E)	775	739	95.35%	36	4.65%
<b>WORKERS</b>						
4.	Permanent (F)	95	95	100%	0	0%
5.	Other than Permanent (G)	1194	857	71.78%	337	28.22%
6.	Total workers (F + G)	1289	952	73.86%	337	26.14%

## b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	2	2	100%	0	0%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	6	6	100%	0	0%
6.	Total differently abled workers (F + G)	6	6	100%	0	0%

## 19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22%
Key Management Personnel (Excluding Executive Directors)	2	1	50%

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	1.5%	23.5%	23%	1%	24%	23%	1.5%	24.5%
Permanent Workers	2%	0	2%	0	0	0	0	0	0

## 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	Shaily (UK) Limited	Wholly Owned Subsidiary	100%	No

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **YES**(ii) Turnover (in ₹) **599,70,81,704**(iii) Net worth (in ₹) **395,63,37,688**

## 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	0	0	0	0	0	0
Investors (other than shareholders)	Yes	0	0	0	0	0	0

Shareholders	Yes	1	0	Satisfactory redressal done for grievance	0	0	0
Employees and workers	Yes	0	0	0	0	0	0
Customers	Yes	0	0	0	0	0	0
Value Chain Partners	Yes	0	0	0	0	0	0
Other (please specify)	Yes	0	0	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	Occupational Health and Safety (OHS) and Environment Safety	Risk	Risk: Inherently associated with business activities and processes	Company carries out regular assessments of all the health & environment risks. Various methods are employed to mitigate the risks. There is a proper Grievance Redressal Policy in place to resolve the grievances.	Positive
2	Occupational Health and Safety (OHS) and Environment Safety	Opportunity	Opportunity: Strong internal controls and governance mechanism are in place at each of the factory. This improves the employee / worker safety and overall health wellbeing, leading to improved productivity	-	Positive
3	Social Responsibility	Opportunity	Shaily's vision is to create the value for the nation, enhance quality of life across the entire socio-economic spectrum & build an inclusive India. We constantly strive to contribute the motto "May Everyone be Happy" & take up the cause of the welfare amongst the society. The Company's CSR policy provides for carrying out CSR activities as prescribed under Schedule VII to the Companies Act 2013, through various NGO's as well as through other channels.	-	Positive



**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)

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

Name: Amit Sanghvi  
 Designation: Managing Director  
 DIN: 00022444  
 Email ID: a.sanghvi@shaily.com

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 specified committee however the committee is constituted of senior employees who are the members of the committee and look after the sustainability issues. Risk Management Committee of the Board also assesses the risk pertaining to ESG.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Any other Committee									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Any other Committee									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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next Financial Year (Yes/No)									
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 programmes on any of the Principles during the Financial Year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Board of Directors and KMPs are regularly apprised with all the overall environmental, social and governance parameters and principles of BRSR etc  Classroom and on job training programs like business ethics health and safety , hygiene awareness, social compliance, chemical material handling, first aid, firefighting, energy management, prevention of sexual harassment, six sigma, GDP, behaviour training, soft skill development, technical trainings etc.	100%
Key Managerial Personnel	1		100%
Employees other than BoD and KMPs	94		100%
Workers	16		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 Obligations) Regulations, 2015 and as disclosed on the entity's website):** There have been no instances 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**MONETARY**

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

**NON-MONETARY**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	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. Not Applicable as there are no fines / penalties paid by the entities or by its directors or by its KMP's**

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



4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.** Yes, the Company has a documented Anti Bribery Policy which speaks about the Company's commitment to conduct its business activities with honesty and integrity and in compliance with the laws of the countries in which it operates.
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 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Directors	Nil		Nil	
KMPs	Nil		Nil	
Employees	Nil		Nil	
Workers	Nil		Nil	

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

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

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 the FY 2022-23 there were no cases of corruption or conflict of interest

### Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the principles during the Financial Year:**

Total number of awareness Topics / principles %age of value chain programmes held covered under the partners covered (by value training of business done with such partners) under the awareness programmes

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain covered under the partners covered (by value of business done with such partners) under the awareness programmes
15	Training programs like social compliances, business ethics, health and safety, hygiene awareness, chemical material handling, first aid, emergency preparedness etc.	23%

2. **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 entity has a process in place to avoid conflict of interest involving members of the Board.

The entity has a process of taking written declaration annually & whenever required thereafter, in order to avoid conflict of interest involving the members of the board.

Further, the entity has laid down the code of conduct for all Board Members and Senior Management Personnels of the Company. The code of conduct is also available on the website : <https://shaily.com/investors/compliances-policies/policies>

## 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.

	Current F.Y. 2022-23	Previous F.Y. 2021-22	Details of improvements in environmental and social impacts
R&D	0	0	Nil
Capex	0.06%	0	The Company is procuring the energy from renewable sources which in return helps to reduce CO2 emissions in the environment and also helps in saving the cost of the production

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

The Company has formulated an operating procedure to approve vendors. Materials are procured from approved vendors at both national and international level. The quality assurance team of the Company conducts periodic audit of the vendors, especially those who supply key materials. The Company has longstanding business relations with regular vendors. The Company enters into annual freight contracts with leading transporters for movement of materials. The Company continues to receive sustained support from its vendors.

- b. If yes, what percentage of inputs were sourced sustainably? 40.22% of inputs were sourced sustainably during the FY 2023-24

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.

(a) Plant generated waste, disposal method & end use mapping as part of circular economy by collecting the waste and disposal through authorized agents.

(b) Plastics (including packaging): Reusing and Recycling is not applicable for medical devices. After the shelf life, material is identified with red label and moved to the designated rejection rack. Information is given to Quality Certification department for further action or disposition. Disposition is carried out at the end of life of product using scrapping / grinding the material.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes, the Extended Producer Responsibility (EPR) is applicable to the Company.

5. 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.

The waste collection plan is in line with the Solid Waste Management Rules, 2016 & has been approved by the respective Pollution Control Boards

### Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? Not Applicable as Shaily is a third party manufacturer and is not supplying the product directly into the market.

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not Applicable

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 re-used input material to total material	
	FY 2022-23 (Current F.Y.)	FY 2021-22 (Previous F.Y.)
Plastic Raw Material	40.22%	24.78%

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

Shaily is a third-party manufacturer (having B2B Model) hence this is not applicable.

Stakeholder group from whom complaint is received	FY 2022-23 Current F.Y.			FY 2021-22 Previous F.Y.		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
E-waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Hazardous waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Shaily is a third-party manufacturer(having B2B model) hence this is not applicable.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
N.A.	N.A.

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

### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>PERMANENT EMPLOYEES</b>											
Male	474	474	100%	474	100%	N.A.	N.A.	0	0%	N.A.	N.A.
Female	22	22	100%	22	100%	22	100%	N.A.	N.A.	22	100%
<b>Total</b>	<b>496</b>	<b>496</b>	<b>100%</b>	<b>496</b>	<b>100%</b>	<b>22</b>	<b>4.44%</b>	<b>0</b>	<b>0%</b>	<b>22</b>	<b>4.44%</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	256	256	100%	256	100%	N.A.	N.A.	0	0%	N.A.	N.A.
Female	11	11	100%	11	100%	11	100%	N.A.	N.A.	11	100%
<b>Total</b>	<b>267</b>	<b>267</b>	<b>100%</b>	<b>267</b>	<b>100%</b>	<b>11</b>	<b>4.12%</b>	<b>0</b>	<b>0%</b>	<b>11</b>	<b>4.12%</b>

## b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>PERMANENT WORKERS</b>											
Male	95	95	100%	95	100%	N.A.	N.A.	0	0%	N.A.	N.A.
Female	0	0	0%	0	0%	0	0%	N.A.	N.A.	0	0%
<b>Total</b>	<b>95</b>	<b>95</b>	<b>100%</b>	<b>95</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	776	776	100%	776	100%	N.A.	N.A.	0	0%	N.A.	N.A.
Female	418	418	100%	418	100%	418	100%	N.A.	N.A.	418	100%
<b>Total</b>	<b>1194</b>	<b>1194</b>	<b>100%</b>	<b>1194</b>	<b>100%</b>	<b>418</b>	<b>35.01%</b>	<b>0</b>	<b>0%</b>	<b>418</b>	<b>35.01%</b>

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

Benefits	FY 2022-23 Current F.Y.			FY 2021-22 Previous F.Y.		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	8%	N.A.	100%	8%	N.A.
ESI	15%	92%	Y	12%	92%	Y
Others:	0	0	N.A.	0	0	N.A.

## 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, the premises of the Shaily are disabled friendly and are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016

## 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. Yes, Shaily has an equal opportunity policy as a part of its BRSR policy which highlights on providing equal opportunities to every competent applicant in jobs/promotions, skill up gradation and does not discriminate based on one's race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, and nationality

## 5. Return to work and Retention rates of permanent employees and workers that took parental leave. The Company does not have any provision for paternal leave, however female employees/workers availed the maternity leave, returned to work and were retained thereafter during the year

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%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Shaily strives to continuously improve the quality of work life for its employees by quick identification and resolution of employee grievances.
Other than Permanent Employees	
Permanent Employees	
Other than Permanent Employees	

**Any grievance other than sexual harassment is addressed as per the Grievance Procedure in the following manner:**

**1. Level 1 (Approach the foreman/supervisor & redressal within 48 hrs.)**

The aggrieved worker in the first instance will approach the foreman and tell him of his/her grievance orally. The foreman has to redress his/her grievance and if the worker is not satisfied with this redressal, he/she can approach the supervisor.

**2. Level 2 (Approach HOD & redressal within 3 days)**

The supervisor has to provide an answer within 48 hours. In the event of the supervisor not giving an answer or the answer not being acceptable to the worker, the worker goes to the next step. At this stage, the worker (either alone or accompanied by his departmental representative) approaches the Head of the Department who has to give an answer within three days.

**3. Level 3 (Recommendations of Committee should be communicated to the HOD within seven days)**

If the Departmental Head fails to give an answer or if the worker is not satisfied with his answer, the worker may appeal to the Grievance Committee. The recommendations of this Committee should be communicated to the HOD within seven days from the date of the grievance reaching it.

**4. Level 4 (HOD has to take a decision and inform the worker within three days)**

Unanimous decisions, if any, of the committee shall be implemented by the management. If there is no unanimity, the views of the members of the Committee shall be placed before the HOD's decision. The HOD has to take a decision and inform the worker within three days.

Internal Grievance handling flow should be completed within 45 days.

**Appeal against the HOD's decision:**

The worker can make an appeal against the HOD's decision. A union official may accompany the worker to the manager for discussion and if no decision is arrived at this stage, both the union and management may refer the grievance to voluntary arbitration of the receipt of the management's decision.

**Flow** -> Contact HR Dept. or Worker Representative / Social Performance Team Representative -> Report Grievance/ misconduct verbally or written-> Issue show cause notice -> Record reply of show cause notice, Period: within 3 days -> Investigation->Conclusion/Findings

**Conclusion:**

Guilty->Either party -> Disciplinary action taken based on severity e.: suspension -> show cause notice -> Either party not satisfied, can proceed as per Industrial Dispute Act.

Non-Guilty->Either party -> Complaint closed -> Mutual Settlement

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)

Shaily does not recognize any association(s)/Unions. However, there is a Workers Committee in place which reports active participation by workers representatives and management representatives on a regular basis.

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

	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>										
Male	794	794	100%	794	100%	356	356	100%	356	100%
Female	14	14	100%	14	100%	29	29	100%	29	100%
<b>Total</b>	<b>808</b>	<b>808</b>	<b>100%</b>	<b>808</b>	<b>100%</b>	<b>385</b>	<b>385</b>	<b>100%</b>	<b>385</b>	<b>100%</b>
<b>WORKERS</b>										
Male	1506	1506	100%	1506	100%	173	173	100%	173	100%
Female	420	420	100%	420	100%	35	35	100%	35	100%
<b>Total</b>	<b>1926</b>	<b>1926</b>	<b>100%</b>	<b>1926</b>	<b>100%</b>	<b>208</b>	<b>208</b>	<b>100%</b>	<b>208</b>	<b>100%</b>

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (A)	Total (B)	% (B / A)
Employees						
Male	794	794	100%	356	356	100%
Female	14	14	100%	29	29	100%
<b>Total</b>	<b>808</b>	<b>808</b>	<b>100%</b>	<b>385</b>	<b>385</b>	<b>100%</b>
Workers						
Male	1506	1506	100%	173	173	100%
Female	420	420	100%	35	35	100%
<b>Total</b>	<b>1926</b>	<b>1926</b>	<b>100%</b>	<b>208</b>	<b>208</b>	<b>100%</b>

## 10. Health and safety management system:

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

Shaily is an ISO certified organisation which indicates its commitment towards the health and safety of its workers and employees. The Company has a Health, Safety and Environment (HSE) Policy to ensure safe and healthy work environment across all its plants and offices. The policy has a clear instructions and safety protocols for all employees and workers to follow in order to prevent damages to the property and life.

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

Studies related to Hazard Identification & Risk Assessment (HIRA) is carried out from time to time as per the requirement along with the internal/external audits.

## c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) Yes, the Company has a well-established processes to enable workers to report the work related hazards in order to remove themselves from such risks. Workers can approach safety officer and can directly interact with them and give their suggestions. Company also has a EHS committee to address the concerns or provide inputs on safety related matters.

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

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	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	1	0
	Workers	3	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace. Shaily undertakes various measures to ensure the health and safe working environment of its employees and workers. This includes the following measures :**

1. Defined Health and Safety policies: The company has defined health and safety policies containing the SOPs' related to health and safety, ensuring employees are aware of the safety protocols.
2. Conducting Fire Fighting Drills and Mock Drills: Company conduct Mock Drills every 6 months and Fire Drills every 2 months. Also, Emergency preparedness training are imparted regularly inclusive of Health and Safety trainings to create awareness among all employees and to prepare employees for emergency situations and reinforce safety practices.
3. Installation of CCTV: CCTV cameras are installed in the entire campus to monitor the physical security and surveillance of the premises.
4. Provision for Safety Gears: Company provides safety gears like safety shoes, goggles, helmet, ear plugs to its employees and workers to protect themselves from potential safety risks
5. Conducting Regular Safety Audits: The Company conducts regular safety audits to evaluate and improve the safety standards within the organisation.
6. Installation of Fire Hydrant System: The Company has installed the fire hydrant systems along with adequate fire extinguishers and fire alarm systems at the place of potential fire break out.
7. The Company provides its employees and workers with access to canteen, drinking water facility and proper sanitary systems resulting into healthy working conditions.

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

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

**14. Assessments for the year:**

Particulars	% 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.**

Workplace activities are closely monitored, regular audits of the workplace are conducted to identify and mitigate risk. Regular training is imparted to all the employees and workers

### Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees Yes (B) Workers Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
  - A. The company takes all the necessary documents like GST registration certificate, PAN Card, and other relevant documents for registration.
  - B. The company verifies Income Tax/GST status of the Vendors as per the IT/GST website
  - C. For registration of contractors, company verifies their PF challans and other statutory returns.

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:

Particulars	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 (Current Financial Year)	FY (Previous Financial Year)	FY (Current Financial Year)	FY (Previous Financial Year)
Employees	1	0	0	0
Workers	3	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. Employees, after retirement age, are considered for advisory roles in the Company only at the discretion of management.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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.

Workplace activities are closely monitored, regular audits of the workplace are conducted to identify and mitigate risk. Regular training is imparted to the value chain partners.

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

### Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity. In a business context, customers, investors and shareholders, employees, suppliers, government agencies, communities, and many others who have a “stake” or claim in some aspect in a company’s products, operations, markets, industry, and outcomes are known as “stakeholders”.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email,SMS, Newspaper, Pamphlets,Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mails, notices, Hotline numbers, Anonymous,complaint box, Survey, Open door policy \Suggestion / Feedback box and Other Communication Mechanism	Daily	Awareness of Company Policies and Procedure
Shareholders/ Investors	No	E-mails, Newspaper, Advertisement, Company & Stock Exchange Website, AGM	Quarterly & Need based	Disclosing Financial Results, sending Annual Reports, Notices for AGM
Customers	No	E-mail and other Communication channels	Need based	Product Awareness



Research Analyst	No	E-mail and other Communication channels	Need based	Product Awareness
Suppliers	No	E-mail/meetings	Need based	Purchase of Packaging material machinery, raw materials etc
Government/Regulatory agencies	No	E-mail/con-calls/meetings	Need based	On legal amendments, regulations, approvals
Community	Yes	Directly	Need based	Implement CSR activities to support social needs.

### Leadership Indicators

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

The Management engages in dialogue with stakeholders through various platforms. This platform includes meetings/discussions between the Senior Management and the Stakeholders. By establishing the channels of communication Shaily tries to understand the expectations of stake holders in respect of environment, social and governance.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity. Yes, stakeholder consultation plays an important role in identifying and managing environmental and social topics. The consultation helps Shaily to get feedback from the stakeholders, which in return helps the Company to deeply understand the environmental and social concerns. These inputs are further utilized to formulate robust policies that align with the stakeholders' expectations and industry standards. By involving the stakeholders in the policy making process, the Company confirms that its policies effectively address the key environmental and social issues relevant to its operations.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups. The Company directly or through other Non-Government Organisations actively engages in CSR activities. This includes uplifting the under-privileged sections of society. The Company supports poor and needy students financially by sponsoring their school fees, uniforms etc.

## 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:

Particulars	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
<b>EMPLOYEES</b>						
Permanent	530	530	100%	496	496	100%
Other than permanent	278	278	100%	267	267	100%
<b>Total Employees</b>	<b>808</b>	<b>808</b>	<b>100%</b>	<b>763</b>	<b>763</b>	<b>100%</b>
<b>WORKERS</b>						
Permanent	97	97	100%	95	95	100%
Other than permanent	1829	1829	100%	1194	1194	100%
<b>Total Workers</b>	<b>1926</b>	<b>1926</b>	<b>100%</b>	<b>1289</b>	<b>1289</b>	<b>100%</b>

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)
<b>EMPLOYEES</b>										
<b>Permanent</b>	530	0	0%	530	100%	496	0	0%	496	100%
Male	516	0	0%	516	100%	474	0	0%	474	100%
Female	14	0	0%	14	100%	22	0	0%	22	100%
<b>Other than permanent</b>	278	0	0%	278	100%	267	0	0%	267	100%
Male	264	0	0%	264	100%	256	0	0%	256	100%
Female	14	0	0%	14	100%	11	0	0%	11	100%
<b>WORKERS</b>										
<b>Permanent</b>	95	0	0%	95	100%	95	0	0%	95	100%
Male	95	0	0%	95	100%	95	0	0%	95	100%
Female	0	0	0%	0	100%	0	0	0%	0	100%
<b>Other than permanent</b>	1829	1737	94.97%	92	5.03%	1194	1140	95.48%	54	4.52%
Male	1309	1217	92.97%	92	100%	776	722	93%	54	6.95%
Female	520	520	100%	0	100%	418	418	100%	0	0%

3. Details of remuneration/salary/wages as on March 31, 2023:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	6,47,52,665	2	69,70,951
Key Managerial Personnel	1	36,00,005	1	7,64,600
Employees other than BoD and KMP	471	29,36,46,588	20	1,00,09,644
Workers	391	11,28,51,648	37	95,62,680

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 entity has various Committees such as (Workers, EHS, Canteen, POSH, Grievance) in place for addressing human rights impacts or issues caused or contributed to by the business.
5. Describe the internal mechanisms in place to redress grievances related to human rights issues. There are documented routines and procedures in place to bring up and redress grievance and complaints related to human rights, social, and working conditions related issues such as discrimination, harassment or abuse.
6. Number of Complaints on the following made by employees and workers:

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

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.** The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity & ethical behavior. The Company is committed to developing a culture where it is safe for all employees to raise concerns about any event or misconduct. The entity has a robust Vigil Mechanism Policy/Whistle Blower Policy to safeguard confidentiality of the complainant thereby preventing adverse consequences to the complainant in discrimination and harassment cases.

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

**9. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify <b>Business ethics, Working hours, Occupational Risks, Insurance, Environmental aspect</b>	100%

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.** No such case was reported during the year. Policies on Child Labour , Forced and Bonded Labour, Anti-Discrimination, Employment Guidelines, Worker's employment is in place.

### Leadership Indicators

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.** No grievances / complaints recorded.

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

Shaily is committed to upholding and respecting human rights. The Company has Human Rights Policy that guides actions and decisions made. Our policies are in line with the United Nations Guiding Principles on Business and Human Rights, and the Company address and resolve issues related to business and human rights. The Company regularly updates the reforms and changes in Human Rights to the Senior Management Personnel as well as the other personnels. Furthermore, the Company actively promotes the adoption of best practices in human rights among the employees and value chain partners.

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

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	100%

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.** No such case was reported.

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

### Essential Indicators

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

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	98791200000	82371600000
Total fuel consumption (B)	1936800	1728000
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>98793136800</b>	<b>82373328000</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	16.47	13.74
Energy 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. 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:

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	5059	0
(ii) Groundwater	76032	83458
(iii) Third party water	8525	3410
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>89616</b>	<b>86868</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>89616</b>	<b>86868</b>
<b>Water intensity</b> per rupee of turnover (Water consumed / turnover)	0.000015	0.000015
Water 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. Name of the agency who is conducting independent assessment/evaluation - No

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

Yes, the company has implemented a mechanism for Zero Liquid Discharge through setting up of Sewage Treatment Plant/Soak pit in all its plants , except for one plant located in Halol Gujarat.

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

Particulars	Note No.	As at March 31, 2023	As at March 31, 2022
Nox	ppmv	0	0
Sox	%	0	0
Particulate matter (PM)	Mg/Nm3	0	0
Persistent organic pollutants (POP)	Ug/Nm3	0	0
Volatile organic compounds (VOC)	Ug/Nm3	0	0
Hazardous air pollutants (HAP)	Ug/Nm3	0	0
Others– please specify	Ug/Nm3	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:**

Particulars	Note No.	As at March 31, 2023	As at March 31, 2022
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	209.37	209.7
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2485.81	22458.63
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0	0
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional)– the relevant metric may be selected by the entity		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

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

Under Scope 1 Shaily is committed towards reducing the greenhouse gases emissions. The Company has replaced diesel forklifts with electric forklifts on its premises.

Under Scope 2 Shaily is purchasing green energy from third-party renewable energy sources. The company has started working towards energy efficiency measures as a strategic program for the implementation of the most energy efficient technologies as per the industry standards.

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

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	18.45	23.47
E-waste (B)	0	0
Bio-medical waste (C)	0.02	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
<b>Cotton waste containing oil</b>	0.19	0.86
<b>Used Oil</b>	0.20	0.87
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)		
<b>Packing/Paper Waste</b>	52.41	153.51
<b>Wooden Scrap</b>	95.10	57.01
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>166.37</b>	<b>235.72</b>

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

Category of waste (Hazardous Waste)		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**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	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**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.

Shaily is committed to a cleaner environment by procuring renewable source of energy & it's working on the road map by carrying out the following actions to reduce the greenhouse gases emission.

- The Company has improved energy efficiency continuously by implementing effective energy management programs that support all operations and customer satisfaction while providing a safe and comfortable work environment.
- The Company has developed energy improvement plans & manufacture processes with a focus on energy and resource efficiency.
- The Company has introduced renewable energy to reduce grid power consumption while reducing CO2 emission to sustain the environment.
- The Company has introduced new servo-based injection moulding machines by implementing energy-efficient technology that supports all operations.
- The Company is planning to widen opinions for energy sources and minimize the adverse impact of operations on the environment.
- The Company has identified and implemented ways to increase staff awareness in regard to energy efficiency and address the key energy impacts of the organization & community at large.
- The Company is planning to integrate energy management with engineering plastics business management and establish performance driven goals.
- The Company monitors energy use and gains control over energy consumption by reviewing and improving purchasing, operating, motivation, and training practices.
- Quantified targets in respect of reduction of Electricity Consumption, Water Consumption has been assigned to respective Functional Heads. Targets are being monitored during the review meetings & performance appraisals.

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: No, the Company does not have any office or plant location in the buffer zone or ecologically sensitive area.

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.
Nil	Nil	Nil	Nil

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable

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	Nil	Nil	Nil	Nil	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 fully compliant with all the environmental laws applicable to it.

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
Nil	Nil	Nil	Nil	Nil

### Leadership Indicators

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

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	101464819200	7380000000
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>101464819200</b>	<b>7380000000</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	0	74991600000
Total fuel consumption (E)	1936800	1728000
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>101464819200</b>	<b>74993328000</b>

**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:

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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		
(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
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

Once the wastewater is treated at Sewage Treatment Plant (STP) and is recycled, it serves specific purposes within the plant premises. The treated water used for two purposes mainly:

**Gardening:** The recycled water is used for the development and maintenance of green areas within the plant premises. This includes watering plants in the gardens and promoting a sustainable and environmentally friendly approach to green landscaping.

**Flushing:** After undergoing necessary treatment, the treated water is also used for flushing purposes. This ensures that treated water from the STP is effectively utilized, minimizing the need for additional freshwater resources for flushing toilets and other sanitation facilities within the plant.

**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

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

Not applicable as all the facility/plants are located in water abundant area.

For each facility / plant located in areas of water stress, provide the following information: Not Applicable as no facility / plant located in areas of water stress.

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	0	0
<b>Total volume of water consumption (in kilolitres)</b>	0	0
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0	0
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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
<b>Total water discharged (in kilolitres)</b>	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. Not Applicable

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

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

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not Applicable

### 5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. The facilities of the Company are not located in ecologically sensitive areas.



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: As a part of renewable energy procurement programme the Company is procuring energy from various renewable sources to reduce CO2 emission to sustain environment

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Engagement into Power Purchase Agreement	Signed long term power purchase agreement (PPA) to procure energy from wind power resources	Promotion of green energy Reduction in GHG emissions
2	Maintaining Zero Liquid Discharge	After recycling water from Sewage Treatment Plant, the treated water is utilized for green development area and flushing purpose	Improving water efficiency
3	Rainwater Harvesting	Collection of rainwater to recharge the ground water by rain harvesting pit	Improving ground water efficiency
4	Installation of energy efficient equipment	Installation of new servo-based injection moulding machines	Reduction in Energy Consumption Reduction in GHG emissions

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. Yes, the offsite emergency plan is in place for disaster management as a part of a Risk Mitigation Strategy. The Company has an Emergency Response Team (ERT) in place to respond in emergency situations. The Company has fully insured its properties against all natural calamities like fire, flood, earthquake. The Company has installed fire hydrants at the plant location. Fire extinguishers are installed in fire sensitive areas . Fire evacuation and mock drills are carried out at regular intervals to make employees/workers aware of the emergency preparedness. HSE training is also imparted on a regular basis

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. There is not any adverse impact on the environment, arising from the value chain of the entity.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. All registered sub supplier’s assessments, including environmental impacts are recorded by the Company on regular basis

**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. 7
- 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	Plast India Foundation	National
2	Organisation of Plastic Processors of India (OPPI)	National
3	Confederation of Indian Industries (CII)	National
4	Plastics Export Promotion Council (PLEXCONCIL)	National
5	Federation of Gujarat Industries (FGI)	State
6	Gujarat Employers Organisation (GEO)	State
7	Baroda Productivity Council (BPC)	State

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities. Not Applicable as there were no adverse orders received from any authority

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

### Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Nil	Nil	Nil	Nil	Nil	Nil

Shaily acknowledges its responsibilities within the democratic and constitutional framework and is fully compliant with the laws and regulations applicable to it. The Company actively engages with different government bodies, regulators, and other legislative entities. The Company is a active member of the various Trade Bodies and Associations. The Company has not advocated any public policy in FY 2022-23.

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

### Essential Indicators

#### 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. During FY 2022-23, none of the Company' projects were under ambit of mandated SIA exercises.

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
Nil	Nil	Nil	Nil	Nil	Nil

#### 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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Nil	Nil	Nil	Nil	Nil	Nil	Nil

#### 3. Describe the mechanisms to receive and redress grievances of the community. The Company interacts with local community at different levels to understand their concerns and act upon them, there is dedicated channel which is managed by the site level HR to receive and redress grievances from the community.

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

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	9%	8%
Sourced directly from within the district and neighbouring districts	27%	27%

### 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): Not Applicable

Details of negative social impact identified	Corrective action taken
Nil	Nil

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:** Shaily has always been instrumental in commissioning significant CSR programmes specially in the areas of the operation. However, none of the CSR programmes implemented by Shaily are in aspirational districts and hence this disclosure is not applicable.

S. No.	State	Aspirational District	Amount spent (In ₹)
Nil	Nil	Nil	Nil

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)** Not Applicable as Shaily is a third-party manufacturer and majority of the suppliers are specified by the customer.

(b) **From which marginalized /vulnerable groups do you procure?** Considering nature and availability of raw materials, company procure raw materials from the best available sources

(c) **What percentage of total procurement (by value) does it constitute?** Not ascertained

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:** Not Applicable

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil	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.** Not Applicable

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	No. of persons benefitted from CSR Projects
	Nil	Nil	Nil

The detailed CSR Report is given in Annexure B of Boards Report

## 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.** Complaints are received from respective customers by the sales team which are further forwarded to the quality team. The quality team lodges the complaint in QMS system and investigates the same. Corrective and Preventive Action(CAPA) is being implemented accordingly in concurrence with customer as per agreement with them. Thereafter approved CAPA report is shared with the customer.
2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Shaily does not have a B2C business model and hence not applicable.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23 (Current Financial Year)	Remarks	FY 2021-22 (Previous Financial Year)	Remarks
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
Other	0	0	0	0

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

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

Quality is at the very heart of Shaily. The Company leads by an example and employs the best operational and social business practices, the latest technologies, and skilled workers to deliver our promise of first-class quality to customers. The Company has maintained a strong track record in terms of product quality, resulting in zero case of recall. QMS employs a risk-based approach for all processes along with a mix of time tested and cutting-edge techniques to ensure adherence to quality standards, while optimizing operational efficiencies.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy. Yes, the entity has an IT Security Policy which covers cyber security and risks related to data privacy.
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. No such event(s) was reported during FY 2022-23 hence not applicable.

### Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). [www.shaily.com](http://www.shaily.com)
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. Shaily is a third-party manufacturer (B2B model) and meets all the customer requirements on product level. Hence this is being handled from the customer end
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. The products and services rendered by Shaily do not fall in the category of essential services and hence this is not applicable.
- 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. Not Applicable In case of Shaily, all the product information on the products comes under customer purview and the company strictly adheres to all the customer requirements including local laws requirements if any.
- 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 customer satisfaction survey is applicable to the entity as a whole and has been performed on a yearly basis.
- Provide the following information relating to data breaches:
  - Number of instances of data breaches along-with impact No such instances have been reported.
  - Percentage of data breaches involving personally identifiable information of customers No such instances have been reported