



Mangalore Chemicals
& Fertilizers Limited

722/BRSR2023

September 1, 2023

The Asst. Vice President,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E)
MUMBAI - 400 051

Department of Corporate Services - CR
BSE Limited,
Floor 25, Phiroze Jeejeebhoy Towers,
Dalal Street
MUMBAI - 400 001

Dear Sir/Madam,

Company's Scrip Code in BSE : 530011
Company's Symbol in NSE : MANGCHEFER
ISIN : INE558B01017

Sub: Business Responsibility and Sustainability Report for the year ended 31.03.2023

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the year ended March 31, 2023.

We request you to take the above on record.

Thanking You,

Yours faithfully,
For Mangalore Chemicals & Fertilizers Limited

Nitin M Kantak
Whole-Time Director

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of Listed Entity	L24123KA1966PLC002036
2.	Name of the Listed Entity	Mangalore Chemicals & Fertilizers Limited
3.	Year of Incorporation	1966
4.	Registered office address	Level 11, UB Tower, UB City, No.24, Vittal Mallya Road, Bangalore - 560001
5.	Corporate Address	Same as above
6.	E-mail	shares.mcf@adventz.com
7.	Telephone	+91 80 4585 5599
8.	Website	www.mangalorechemicals.com
9.	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	(i) BSE Limited (ii) National Stock Exchange of India Limited
11.	Paid-up Share Capital	INR 118.55 crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Mr. Nitin M Kantak, Whole-time Director Telephone: +91 80 4585 5599 Email: nitinkantak@adventz.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)	On standalone basis

II. Products/services

14. Details of business activities (accounting for 90% of the turnover)

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	93.76%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Fertilizers	20121	97.48%

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	1	6	7
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	6
International (No. of Countries)	Nil

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

- No export of fertilizers

c. A brief on types of customers

- Company serves distributors, dealers, State cooperatives & farmer produce organizations
- Farmers are our end customers

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (B)	% (B/A)
EMPLOYEES						
1.	Permanent (D)	599	586	97.83	13	2.17
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total Employees (D+E)	599	586	97.83	13	2.17
WORKERS						
1.	Permanent (F)	6	6	100	0	0
2.	Other than Permanent (G)	491	476	96.95	15	3.05
3.	Total Employees (F+G)	497	482	96.98	15	3.02

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (B)	% (B/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
1.	Permanent (F)	-	-	-	-	-
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total differently abled workers (F+G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women:

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors*	6	1	16.67%
Key Management Personnel	2	Nil	Nil

* Whole-time Director included in Board of Directors category.

20. Turnover rate for permanent employees and workers

	FY 2022-2023 (Turnover rate in current FY)			FY2021-2022 (Turnover rate in previous FY)			FY2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.60	13.79	5.79	3.10	6.25	3.18	1.78	5.71	1.87
Permanent Workers	0	0	0	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

Sl. 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
1.	Zuari Agro Chemicals Limited	Holding	54.03%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No): Yes
 (ii) Turnover (in INR) : 36,415,239,743
 (iii) Net worth (in INR) : 8,031,881,849

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/NA) (If yes, then provide web-link for grievance redress policy)	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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
Investor (other than shareholders)	Yes	0	0	0	0	0	0
Shareholders	Yes	08	0	Resolved	08	0	Resolved
Employees and workers	Yes	0	0	0	0	0	0
Customers/ Consumers	Yes	0	0	0	0	0	0
Value Chain Partners	Yes	0	0	0	0	0	0
Others (please specify)	NA	0	0	0	0	0	0

The grievance redressal mechanism can be accessed at the weblink – https://www.mangalorechemicals.com/investor/investor_cdig

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:

Sl. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Opportunity	Continuous improvement in efficiency by bench marking, plant upgradation, adopting new technologies, increasing renewable energy generation enables us to produce our fertilizer products with lower carbon foot print and at lower cost.	NA	Positive
2.	Demand for products	Opportunity	Balanced use of fertilizers helps to maintain good soil health and achieve better yield. Company conducts several farmer training programmes on balanced and optimum use of fertilizers. Optimum consumption and better yield results in sustainable growth of demand	NA	Positive

Sl. 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.	Raw material availability	Risk	Key raw materials natural gas, phosphoric acid and ammonia are imported.	Ammonia production capacity is increased partially substituting import. Natural gas supply is secured through mid / long terms contracts.	Negative
4.	Ethics and Governance	Risk	MCFL strives to maintain the highest standards of ethics and governance. It is well aware of the negative impact on brand reputation if such practices are not fully adhered to.	We ensure all employees adhere to Code of Conduct and ethics	Negative
5.	Human Capital	Opportunity	MCFL needs to nurture talent by providing a conducive work environment to improve the motivation of employees and thereby, contribute to the growth and development of business safe workplace is important for utilization of potential. Workplace safety is improved continuously by upgrading technologies and adopting best practices	NA	Positive
6.	Social and Community development	Opportunity	Social acceptance is key in safe operation and business expansion	NA	Positive
7.	Supply Chain	Opportunity	Associating with reputed suppliers and vendors and development of quality suppliers is important for reliable operation, cost effective solutions and reduced downtime.	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b.	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c.	Web Link of the Policies, if available	https://www.mangalorechemicals.com/investor/investor_cbc https://www.mangalorechemicals.com/investor/code_of_conduct_to_regulate_monitor_and_report_trading_by_an_insider https://www.mangalorechemicals.com/investor/policies								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	1) ISO 14001:2015 Environmental Management Systems 2) ISO 45001:2018 Occupational Health & Safety Management Systems 3) ISO 22000:2018 Food Safety Management Systems (for production of Ammonium Bi Carbonate) 4) ISO 17025:2017 General requirements for the competence of testing and calibration laboratories								
5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	MCFL is committed to the conduct of the business with highest ethical and governance standards. Best in class products are being offered by constant quality improvement initiatives. MCFL is in the process of setting ESG targets at organization level within the defined boundaries.								
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	MCFL has implemented governing policies to conduct its operations in compliance with the highest governance standards. Improvements in the products offered are made basis the customer feedback with focus on environmental, health and safety impacts of the products.								
Governance, leadership, and oversight										
7.	<p>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)</p> <p>The Company understand the importance of ESG in ensuring sustainable future and long term success of business by operating responsibly by maintaining trust among our stakeholders.</p> <p>The Company is actively working on implementing energy efficient practices and renewal energy sources, to minimize emissions. Over the past year, we have reduced our carbon emissions through the implementation of Ammonia Energy Improvement Project and constantly aiming to reduce further carbon footprint.</p> <p>The Company places high priority on the well being and the safety of its employees and workers, constantly upgrading and investing in occupational health safety measures. The organization also acknowledges the significance of gender diversity and strives to foster an environment that promotes equal opportunities and inclusion.</p> <p>Our customers are our key stakeholders and in pursuit of their well being we are committed to provide best-in-class products and services in a sustainable and responsible manner. Moreover, we constantly enhance our corporate governance practices ensuring transparency, accountability and ethical conduct at all levels of our organization.</p> <p>In terms of Corporate Social Responsibility, we continue to make significant contributions in the area of education, rural development, healthcare, sanitation, employability and empowerment, animal welfare and soil health etc., for the underprivilege community living in the villages located near our plant in Mangalore besides our marketing territories.</p> <p>We continue to remain committed for continuous improvement and innovation on ESG to ensure that we create long term value for our stakeholders and contribute positively to the communities and environments in which we operate.</p>									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	Mr. Nitin M Kantak, Whole-time Director.								
9.	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No								

10.	Details of Review of NGRBC 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	Yes, the review is undertaken by the Board									Quarterly								
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the review is undertaken by the Board									Quarterly								
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	Company's policies are not audited/evaluated by external agencies. However, as a good corporate practice, the policies are reviewed by various committees of the Board of Directors and the Board of Director reviews, amends the policies on periodical basis to incorporate statutory and business requirements.								

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 - Business 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	Independent Director/s is/are familiarized about the Company's operations and businesses and the Board of Directors are briefed on ethical and social accountable conduct of business along with the features of the Ammonia Energy Improvement Project besides updates on various government policies, ESG matters, and safety related issues which provide awareness on the nine principles of NGRBC.	100%
Key Managerial Personnel	1		
Employees other than Board of Directors and KMPs	1	Training and awareness programmes conducted on nine principles of NGRBC	100%
Workers	1		

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

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

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

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

- Yes. Policy implemented and covered as part of Business Conduct program. Also available on Company's Website <https://www.mangalorechemicals.com/assets/frontend/pdfs/6Codeofbusinessconductandethicsnew.pdf>.

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

	FY 2022-2023	FY 2021-2022
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

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

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 conflict of interest.

- Not Applicable

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Not Applicable	Not Applicable

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

- Yes, Directors are covered under the Code of Business conduct.

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 Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
Research & Development (R&D)	-	-	The Company is a manufacturing sector, hence, not engaged in any major Research and Development activity. However, the Company makes best efforts to improve the efficiency and reliability of its plants and quality of the products.
Capex	76%	29%	Ammonia (intermediate product in Urea production) Plant was revamped (Commissioned in September 2022) to reduce specific energy consumption of Urea Production with an investment of INR 435 crore. The revamped plant has achieved a reduction of Specific Energy consumption of Urea production by 11.5%. The reduction in specific energy consumption has reduced CO2 emission by about 56 kg/t of Urea which is about 21250 t of CO2 / year.

- 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?**

- Procuring green energy for non urea electrical energy consumption (8.3% - 16.3 MU) and Renewable energy certificates to the extent of about 15.2%(30.1 MU) for the year 2022-23.

Motor specifications are standardized as IE3/IE4 and Light fixtures are standardized as LED. 100% motors and Lightings sourced in 2022-23 are IE3/4 & LEDs.

- 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.**

- MCF's products in the market produce only Plastic waste (packaging) and do not produce any E-Waste, Hazardous and other wastes. The process of reclaiming Plastic waste is given below -

Plastics (Including packaging) –

The company is registered as Brand Owner as per Plastic Waste Management Rules, 2016 (and amendments) by Central Pollution Control Board.

Under Extended Producer Responsibility (EPR), MCF has appointed a Waste Management Agency as per Plastic Waste Management Rules, 2016 (and amendments) to collect, transport and recycle the plastic waste.

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

- Yes. EPR is applicable to the entity's activities.

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 no address the same.

- Yes. A Waste Management Agency has been appointed to collect, transport and recycle the plastic waste under EPR.

Leadership Indicators

- 1. Has the entity conducted Life Cycle Perspective/Assessment (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? (Yes/No). If yes, provide details in the following format? - No**

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
LCA not carried out for any of the product.					

- 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/Assessment (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name or Product/Service	Description of the risk/concern	Action Taken
Not applicable as LCA is not carried out.		

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	
	FY2022-2023	FY2021-2022
The input raw materials are not re-cyclable and not re-usable in nature		

4. Of the products and packaging reclaimed at end of life of products, amount [in Metric Tons (MT)] reused, recycled, and safely disposed, as per the following format:

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	Nil	1600	Nil	Nil	555.45	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
The fertilizer products are chemical products produced by the company cannot be reclaimed as they are consumed in their end use. The company reclaims packaging materials of bagged products as per EPR guidelines. Total packaging materials recycled as per EPR guidelines are 555.45 tonnes in 2021-22 and 1600 tonnes in 2022-23.	

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	586	586	100	586	100	-	-	586	100	586	100
Female	13	13	100	13	100	13	100	-	-	13	100
Total	599	599	100	599	100	13	2.17	586	97.83	599	100
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	6	6	100	6	100	Nil	Nil	6	100	6	100
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	6	6	100	6	100	Nil	Nil	6	100	6	100
Other than Permanent workers											
Male	476	476	100	476	100	Nil	Nil	Nil	Nil	476	100
Female	15	15	100	15	100	15	100	Nil	Nil	15	100
Total	491	491	100	491	100	15	3.05	Nil	Nil	491	100

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

Benefits	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	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	100	Y	100	100	Y
ESI	5.18	-	Y	9.26	-	Y
Others – please specify	-	-	-	-	-	-

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

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. Equal opportunity policy is available on Company's Website - https://www.mangalorechemicals.com/investor/investor_equal_opportunity_policy

5. Return to work & 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	100%	100%	100%	100%
Female	100%	100%	NA	NA
Total	100%	100%	100%	100%

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes – Grievance Redressal Mechanism forum is available for reporting, by way of direct approach to immediate Head/Supervisor/Manager
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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 (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (C/D)
Total Permanent Employees						
Male	586	0	0	626	0	0
Female	13	0	0	17	0	0
Total Permanent Workers						
Male	6	6	100%	8	8	100%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	586	341	58.19	398	67.92	626	283	45.21	312	49.84
Female	13	6	46.15	8	61.54	17	0	0	12	70.59
Total	599	347	57.93	406	67.78	643	283	44.01	324	50.39
Workers										
Male	6	0	0	1	16.67	8	2	25.00	1	12.50
Female	-	-	-	-	-	-	-	-	-	-
Total	6	0	0	1	16.67	8	2	25.00	1	12.50

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	586	586	100	626	626	100
Female	13	13	100	17	17	100
Total	599	599	100	643	643	100
Permanent Workers						
Male	6	6	100	6	6	100
Female	-	-	-	-	-	-
Total	6	6	100	6	6	100

10. Health and safety management system:

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

- Yes. MCFL has implemented OHS Management System as per ISO 45001: 2018 in the factory. The scope of the system is - Manufacture of ammonia, urea, phosphatic fertilizers (Di-ammonium phosphate, NP 20:20 and NP 16:20), ammonium bicarbonate, sulphuric acid, sulphonated naphthalene formaldehyde, specialty mixtures of plant nutrients - micro nutrients, speciality fertilizer mixtures, fertigation products and soil conditioners.

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

- As a part of OHS Management System, Hazard Identification and Risk Assessment (HIRA) has been carried out for all the routine and non-routine activities carried out by all the departments in the factory.
- A formal procedure is adopted for carrying out HIRA across the factory. Activities involving 'Significant Risks' have been identified through HIRA. The HIRA register is reviewed annually or during any process changes or incidents.
- New processes, any change or modification to the existing process/equipment and installation of any new equipment is undertaken only after a Management of Change Study for ascertaining risks involved.
- HAZOP Study is carried out for process related modifications to identify and address process related risks.
- Safety audit of the whole factory is carried out by a third party agency annually.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

- Yes.
- Near Miss reporting system is established in the factory. Under this system, any employee can report potential unsafe conditions/work related hazards.
 - All near misses reported by employees are investigated and suitable recommendations are made to avoid their recurrence. Near misses reported are assessed by a committee and valid near misses are selected for reward.
 - Any process modification required to mitigate such hazard is carried out through Change Management System.
 - To recognize the efforts of employees in identifying and reporting hazards at work place, a monetary reward and an appreciation letter from the Unit Head is given to each employee who reports valid near miss.

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

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

Safety Incident/Number	Category	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Lost time Injury Frequency Rate (LTIFR) (per one million-person injuries)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries (LTA)	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequences 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.

- At MCF, Safety and health of the employees is given the highest priority. The company is certified for ISO 14001 & ISO 45001 standards for excellence in Safety, Health and Environmental Management Systems. Japanese 5S' technique is adopted at all locations of the factory.

A dedicated Fire & Safety Department functions in the plant round the clock. A foam tender, a multi-purpose tender and an Ambulance are always kept ready for any response.

The Company has taken several measures to strengthen safety systems inside the factory.

- Natural Gas leak detectors and InfraRed-type flame detectors are installed in vicinity of natural gas handling areas of the entire plant.
- Ammonia gas leak detectors have been installed in all areas of ammonia handling.
- Hydrogen gas leak detectors have been installed in all areas of hydrogen and syngas handling.
- These gas detectors installed for early detection of any gas leaks and fires.
- The factory is protected by a well-laid fire hydrant system with dedicated fire hydrant pumps and water storage of adequate capacity. Fire detection and alarm system is installed in the buildings like MCC Rooms, Electrical Substation, DG Rooms, all Office areas, Main Stores, New cable gallery in Captive Power Plant, Panel area in MPSS and New PLC room to detect any fires at preliminary stages and alert the in-house Fire Station.
- Transformers are protected with High Velocity Water Spray System.
- The Engine Room of the Captive Power Plant is equipped with high-rate ventilating fans to prevent accumulation of flammable gas inside the building. The area is also protected by InfraRed-type flame detectors for early detection fires.
- 'Safe-Owl' – a new Fire & Safety Equipment Inspection software for logging the inspection data of various safety and firefighting equipment on an online platform is in place.
- Safety audit of the entire factory is conducted annually by third party.
- Plant personnel are provided with quality and reliable Personal Protective Equipment, carefully selected and procured from reputed manufacturers.
- Extensive training programmes related to fire prevention and basic firefighting, usage of breathing apparatus, usage of personal protective equipment, emergency management, work permit system, Safety, Health and Environment management system is regularly imparted to employees, workers and contractor's workers.
- A well-defined Emergency Preparedness Plan is in place and it is updated regularly.
- Regular mock drills are conducted to check the emergency preparedness.
- Promotional campaigns like National Safety Day, Fire Service Week and Chemical Disaster Prevention week are observed every year.
- Public Awareness Programmes are periodically conducted in various institutions and villages surrounding the factory to impart awareness on Company's Operations, Safety, and Environment Management Systems.

MCF has a well-equipped Occupational Health Centre. A qualified Doctor is in charge of the OHC and it is manned round the clock by qualified and trained Male Nurses.

- The OHC is equipped with 6 beds, the latest medical equipment, centralised oxygen system, automated external defibrillator, ECG machine, Oxygen concentrator, Suction apparatus etc.
- A comprehensive health check up is conducted for all employees of the company annually.
- Specialized health checkups like pulmonary function test, audiometry etc are conducted for employees working in specific zones.
- Additional health check ups are conducted for employees and contractors' employees working in canteen and food grade Ammonium Bi Carbonate plants.
- Regular Medical camps are organized at various places in the neighborhood areas of the factory under CSR.

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

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

Following correctives actions taken/underway to address significant risks arising from assessments of health & safety practices and working conditions-

- Flame proof fittings are being provided in DAP Plant battery room.
- Sprinkler system is installed for Ammonia Pumps in DAP Plant
- Moisture trap is provided for compressed air receiver V903
- Arrangements made for box up of the end flange of chemical unloading hoses in SNF Plant.
- Ordinary electrical fittings are being replaced with flame proof fittings in SNF Plant.
- Fire Extinguishers are provided for all unmanned Cable Gallery Rooms
- Exhaust fans provided in Urea/Ammonia UPS Batteries Rooms to improve Ventilation
- Double body earthing is provided for all motors in DAP Plant & Specialty Fertilizer Plants.
- Illumination is improved by additional lighting in DAP Silo working area & Main stores area.
- Soft start is provided for compressor motor in Sulphuric Acid Plant.

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) - Yes

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

- Adherence to the applicable statutory provisions of laws with regard to payment and deduction of statutory dues is incorporated in the contract with the value chain partners. Further, the Company ensures that the same is complied by the value chain partners by obtaining proof of payments, verifying / matching details uploaded in Government portals etc., wherever feasible.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Employees	0	0	0	0
Workers				

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) - No

5. Details of assessment of value chain partners:

- Not assessed

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	Nil
Working Conditions	Nil

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.

- None

PRINCIPLE 4 - Business should respect the interest of and be responsive to all its stakeholders

Essential Indicators

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

- The internal and external stakeholders who have a direct influence on Company's operations and activities are identified as key stakeholder groups.

2. List stakeholder groups identified as key for your entity and the frequency or 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	Emails, Notice Boards	Continuous	Purpose and scope of engagement is communication for attending queries / grievance / notice / complaints /Suggestion/concerns and providing response, solutions, and assurance.
Local communities	Yes	Newspapers, Meetings and others.	As required	
Customers	No	Pamphlets, Meetings, website	As required	
Investors and Stakeholders	No	Emails, Newspapers, Notice and Website	Quarterly/Half-yearly and Annually	
Suppliers and vendors	No	Emails	Continuous	
Government Bodies	No	Emails, website	Continuous	

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's management interacts with its key stakeholders i.e. investors, customers, suppliers, employees, etc. The management updates the progress on the actions taken to the Board and takes inputs and guidance from the Board periodically.

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 or the entity.

- Yes, the Company engages with its stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental and social topics.

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

Instances of engagements with vulnerable / marginalized stakeholder groups -

- Conducted health & eye camps, distribution of artificial limbs and hearing aids in presence of local public representatives.
- Literacy drive through conducting adult education programmes
- Distribution of assets and food kits
- Promoting hygiene and sanitation in rural areas by constructing toilets and providing drinking water facilities
- Providing cattle treatment facilities to farming communities

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 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (A)	No. of employees/workers covered (B)	% (B/A)
Employees						
Permanent	599	599	100	0	0	0
Other than permanent	0	0	0	0	0	0
Total Employees	599	599	100	0	0	0
Workers						
Permanent	6	6	100	0	0	0
Other than permanent	491	0	0	0	0	0
Total Workers	497	6	1.21	0	0	0

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

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (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)
Employees										
Permanent	599	0	0	599	100	643	0	0	643	100
Male	586	0	0	586	100	626	0	0	626	100
Female	13	0	0	13	100	17	0	0	17	100
Other than Permanent	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Workers										
Permanent	6	0	0	6	100	8	0	0	8	100
Male	6	0	0	6	100	8	0	0	8	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	491	0	0	491	100	574	0	0	574	100
Male	476	0	0	476	100	559	0	0	559	100
Female	15	0	0	15	100	15	0	0	15	100

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD)*	5	5,00,000	1	5,00,000
Key Managerial Personnel	2	94,15,026	0	0
Employees other than BOD and KMP	584	6,42,078	13	9,27,168
Workers	6	6,02,361	0	0

*excluding sitting fees, Whole-time Director included in Board of Directors category.

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

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

- MCF is committed to providing a safe and positive work environment. In keeping with this philosophy, the organization envisages an open-door policy. Employees also have access to several forums where they can highlight matters or concerns faced at the workplace.

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

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labor	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labor/Involuntary Labor	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

- Grievance mechanism with respect to Code of Business Conduct is in place.

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

9. Assessment for the year:

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

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

- Not applicable.

Leadership Indicators

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

- None

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

- Not conducted

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?

- Corporate office is accessible

4. Details on assessment of value chain partners:

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

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 2022-2023 (Current Financial Year) (Giga Joules)	FY 2021-2022 (Previous Financial Year) (Giga Joules)
Total electricity consumption (A)	196688	182083
Total fuel consumption (B)	8896685	11527768
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	9093373	11709851
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.000250	0.000404
Energy intensity (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 - 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.

- Urea production is identified under PAT Scheme, energy savings targets for the Company were achieved for PAT Cycle I and II, while targets are not assigned to fertilizer industries (Urea Sub-sector) thereafter.

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface (Municipality) water	2423250	2862850
(ii) Ground water	0	0
(iii) Third party water	0	0
(iv) Sea water/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	2423250	2862850
Total volume of water consumption (in kiloliters)	2423250	2862850
Water intensity per rupee of turnover (Water consumed/turnover)	0.000068	0.000096
Water intensity (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 - No

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

- The company has implemented a mechanism for Zero Liquid Discharge (ZLD) in the year 2011. ZLD is achieved by treating the trade and domestic effluents in ETP and STPs and reusing it within the factory.

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

Parameter	Unit	FY2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
NOx	kg/t of Urea	0.345	0.649
Sox	Kg/t of Sulphuric Acid	0.941	1.025
Particulate matter (PM)	Kg/t of Urea	0.656	0.715
	Kg/t DAP+NP20	0.339	0.381
Persistent organic pollutants (POP)	-	Nil	
Volatile organic compounds (VOC)	-	Nil	
Hazardous air pollutants (HAP)	-	Nil	
Others – please specify	-	Nil	

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? If yes, name of the external agency - No

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

Parameter	Unit	FY2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₂ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTs of CO ₂	224845	269981
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	Not available	
Total Scope 1 and Scope 2 emissions per rupee of turnover	Kg/Re	0.006	0.009
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by external agency? If yes, name of the external agency. - No

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

- Yes

- Ammonia Plant Revamp
 - Ammonia plant (Ammonia is an intermediate product in Urea production) was revamped in September 2022 (commissioning)

with aim to reduce specific energy consumption with an investment of INR 435 crore. Revamp was designed by Leading technology company KBR. The revamp of ammonia plant has resulted in reduction in specific consumption by 11.5%, with an increase of 25% production capacity. The reduction in specific energy consumption has reduced about 56 kg of Co2 /t of Urea.

- The revamp is an important milestone in history of the company as the plant is upgraded to latest technology, aged equipment is replaced with new generation equipment resulting in increased safety, efficiency and production.

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

Parameter	FY2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	1700	1600
E-waste (B)	21.18	5.77
Bio-medical waste (C)	0.109	0.126
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	6.2	5.090
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)		
Used oil	14.162	18.602
Waste oil	91.126	111.88
Spent catalyst	-	23.0
Discarded container	3.244	10.16
Spent cake	10.62	10.58
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)		
Metal and metal bearing waste	495.84	357.87
Total (A+B+C+D+E+F+G+H)	2342.481	2143.078
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste : Plastic Waste (A)		
(i) Recycled (as per EPR under Plastic waste Management Rules,2016)	1600	555.45
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1600	555.45
Category of waste: Hazardous Waste (G) Spent Cake		
(i) Recycled	0	0
(ii) Re-used	10.62	10.58
(iii) Other recovery operations	0	0
Total	10.62	10.58
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste: As given below		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	631.861	532.49

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.

- Separate areas are created for collection of wastes. All types of wastes are segregated at sources and stored scientifically in their designated places and disposed through Pollution Control Board authorized waste handling agencies.

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

Sl. 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.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	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-compliance, in the following format: - Yes

Sl. 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 board or by courts	Corrective action taken if any
Not Applicable				

Leadership Indicators

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

Parameter	FY 2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
From renewable sources (In Giga Joules, GJ)		
Total electricity consumption (A)	1076	1141
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1076	1141
From non-renewable sources (In Giga Joules, GJ)		
Total electricity consumption (D)	195612	180942
Total fuel consumption (E)	8896685	11527768
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources	9092297	11708710

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:

Parameter	FY 2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment		
- With treatment-please specify level of treatment		
(ii) To Ground water	0	0
- No treatment		
- With treatments – please specify level of treatment		
(iii) To Sea water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties	0	0
- No treatment		
- With treatment – please specify level of treatment		

Parameter	FY 2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. - No

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 – Panambur, Mangalore
- Nature of operations – Plant Operations such as cooling, process consumption, drinking
- Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	2423250	2862850
(ii) Ground water	0	0
(iii) Third party water	0	0
(iv) Sea water/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	2423250	2862850
Total volume of water consumption (in kilolitres)	2423250	2862850
Water intensity per rupee of turnover (Water consumed/turnover)	0.000068	0.000096
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment		
- With treatment-please specify level of treatment		
(ii) Into Groundwater	0	0
- No treatment		
- With treatment-please specify level of treatment		
(iii) Into Seawater	0	0
- No treatment		
- With treatment-please specify level of treatment		
(iv) Sent to third parties	0	0
- No treatment		
- With treatment-please specify level of treatment		
(v) Others	0	0
- No treatment		
- With treatment-please specify level of treatment		
Total water discharges (in kilolitres)	0	0

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. - No

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

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY2021-2022 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tonnes	Not available	Not available
Total Scope 3 emissions per rupee of turnover	t/Re turnover	-	-
Total Scope 3 emission intensity (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? If yes, name of the external agency. - No

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 initiative, as per the following format:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Collective action taken, if any
1	Ammonia energy improvement project	Ammonia plant was revamped to reduce specific energy consumption at an investment of INR 435 crore.	Benefits are described under – Principle – 2, Question 1 in Essential Indicators.	-

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

- Yes. The company has a business continuity and disaster management plan.

Business Continuity Plan

Following Systems and procedures are in place at factory in case of major disruption due to fire, flood or any other act of God

- Gas leak detectors for NG and Hydrogen leaks.
- Earthing and bonding to prevent static charges.
- Safe shutdown system and high vents.
- The plant is designed for Wind Speed of 160 KM/Hr, Seismic Zone 3.
- Periodic Risk Based Inspection, Statutory Inspection, Annual Turn Around, RLA, replacement of aged equipment.
- Well laid underground Fire hydrant system
- Periodic mock drills
- Long term contracts for Raw material and water supplies
- Dedicated Fire & Safety Department

Disaster Management Plan

- Plants are equipped with Advanced Process Control, Safe shutdown System, Trip interlocks, Burner Management System.
- On-site Emergency plan is in place.
- Mutual Aid agreements with neighboring industries.

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 impact to the environment.

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

- Not available

PRINCIPLE 7 - Businesses, when engaged 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. - 10

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

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Fertilizer Association of India, Delhi	National
2.	National Safety Council	National
3.	Construction Chemicals Manufacturers Association	National
4.	Karnataka Employers' Association	State

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
5.	State Fertilizer Marketing Association	State
6.	Institute of Fire Engineers (India)	National
7.	National Institute of Personnel Management	National
8.	Institute of Engineers	National
9.	Indian Medical Association	National
10.	Kanara Chamber of Commerce and Industry	State

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

Name of authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators

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

Sl. 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
None					

PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development

Essential Indicator

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

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

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

Sl. No.	Name of the 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)
Not applicable						

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

- We engage with the community through in-person meetings. We hold special events to interact with farmers and suppliers to engage with them and redress their grievances.

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

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directly sourced from MSMEs/Small Producers	2.78%	3.43%
Sourced directly from within the district and neighboring districts	Data Not analysed	

Leadership Indicators

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

Details of negative social impacts identified	Corrective action taken
Nil	Not applicable

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

Sl. No.	State	Aspirational District	Amount spent (In INR)
1.	Karnataka	Raichur	9,11,786
2.	Karnataka	Yadagiri	8,21,280

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

(b) From which marginalized/vulnerable groups do you procure? - Not applicable

(c) What percentage of total procurement (by value) does it constitute? - Not applicable

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

Sl. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1.	Patents	No	No	-
2.	Trademark	No	No	-
3.	Copyrights	No	No	-

5. Details of corrective actions taken on 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
	None	

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons % benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Mangala Raitha Pratibhe	458 Students	100%
2.	Sarwamangala Projects	2550 farmers beneficiaries	100%
3.	Mangala Akshara Mitra	2000 students	100%
4.	Health & Education of Migrants & Underprivileged communities	492 beneficiaries	100%
5.	Ecological Balance & Animal welfare	400 farmer beneficiaries (10 cow lifting machine)	100%
6.	Rural Development Projects to improve livelihood	1070 beneficiaries	100%

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

Essential Indicators

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

- We have provided customer care number & email IDs in all our packages

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	2.37%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil

	FY2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Others	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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. Policy on Cyber Security is available on Company's Website: https://www.mangalorechemicals.com/investor/investor_cyber_security_policy

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essentials 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).

- Information on products and services can be accessed through Company's Weblink - <https://www.mangalorechemicals.com>

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

- MCFL is educating the consumers on safe & responsible use of products through farmer's awareness programmes like farmer's meetings, crop seminars, method demonstrations, field days and intensive consumer contact programmes and also through Jai Kisaan Farmer app.

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

- MCFL is continuously in touch with its trade channel partners in addition to the periodic meets that are held. Through this medium, product as well as service-related updates are provided to the channel partners to keep them at pace with the market. Farmer awareness programmes are also held during which any updates can be conveyed by the business. COVID had also enabled connects with farmers on virtual mode and this mode of communication can also be tapped on need-basis.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. 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. All the declarations on the Company's packaging are based on the Fertilizer Control Order and Legal Metrology guidelines.

5. Provide the following information relating to data breaches:

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