

July 13, 2023

To,
BSE Limited
Dept. DSC_CRD
Phiroze Jeejeebhoy Towers,
Dalal Street
Mumbai 400 001

BSE Scrip Code: **506222**

National Stock Exchange of India Limited
Exchange Plaza,
Plot No. C/1, 'G' Block,
Bandra- Kurla Complex,
Bandra ('E')
Mumbai 400 051
NSE Symbol: **STYRENIX**

Sub.: Business Responsibility and Sustainability Report for Financial Year 2022-23

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), as amended from time to time, we hereby submit, the Business Responsibility and Sustainability Report for Financial Year 2022-23, which also forms part of the 50th Annual Report of the Company for the financial year ended March 31, 2023, as submitted to the stock exchanges earlier in the day.

We request you to kindly take the same on your record.

Thanking you.

Yours faithfully,
For **Styrenix Performance Materials Limited**

Abhijaat Sinha
Head Legal & Company Secretary

Encl.: As above

Styrenix Performance Materials Limited
(formerly known as INEOS Styrolution India Ltd.)

Registered Office

9th Floor, 'SHIVA', Sarabhai Compound, Dr. Vikram
Sarabhai Marg, Vadiwadi, Vadodara - 390 023. Gujarat, India.

+91 265-2303201/02

secshare@styrenix.com

www.styrenix.com

CIN : L25200GJ1973PLC002436



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

FOREWORD

Dear Stakeholders,

I am honored to present our organization's Business Responsibility & Sustainability Report, focusing on our commitment to Environmental, Social, and Governance (ESG) principles. As the director responsible for this report, I would like to highlight the key ESG-related challenges we faced, the targets we set, and the remarkable achievements we have made over the past year.

We believe in pursuing the business objectives ethically, transparently, and responsibly with its stakeholders across the value chain. Fairness, mutual respect, and integrity are the cornerstones upon which the actions of the Company are based. Further, the Company only engages in business deals with third parties that conduct business ethically.

We are committed to integrating environmental, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities we serve.

We are deeply committed to combining economic success with environmental and social responsibility. Guided by corporate value of 'Responsibility' and Company's SHE policy, we are continually working to meet the highest standards of corporate citizenship by protecting the health and safety of individuals, by safeguarding the environment, and by creating positive impact on the community it does business with.

Thank you for your ongoing support and trust in our organization.

Sincerely,

K. Ravishankar
(Whole-time Director)

SECTION A - GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L25200GJ1973PLC002436
2.	Name of the Company	Styrenix Performance Materials Limited
3.	Year of incorporation	1973
4.	Registered office address	9 th Floor, "Shiva", Sarabhai Complex, Dr. Vikram Sarabhai Marg, Vadiwadi, Vadodara, 390023
5.	Corporate address	9 th Floor, "Shiva", Sarabhai Complex, Dr. Vikram Sarabhai Marg, Vadiwadi, Vadodara, 390023
6.	E-mail	secshare@styrenix.com
7.	Telephone	0265-2303201
8.	Website	www.styrenix.com
9.	Financial year for Reporting	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited. The National Stock Exchange of India Limited.
11.	Paid-up Capital	17,58,56,250
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. K. Ravishankar (Whole-time Director) Tel No.: 0265-2303201 E-mail Id: secshare@styrenix.com
13.	Reporting boundary	Standalone Basis

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing of polymer resins	100

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Specialties	2013	67.41
2.	Polystyrene	2013	32.59

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
Specialties	4	5	9
Polystyrene	0	0	0

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17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	19
International (No. of Countries)	0

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

c. A brief on types of customers

- Styrenics polymers are mainly used in aesthetics applications throughout all major Industry segments i.e. Automotive, Home appliances, Electricals & Electronics, Packaging, Toys, Stationery, Luggage, construction & various other segments.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	201	193	96.02%	8	3.98%
2.	Other than Permanent (E)	0	0	0.0%	0	0.0%
3.	Total employees (D + E)	201	193	96.02%	8	3.98%
Workers						
1.	Permanent (F)	191	190	99.48%	1	0.52%
2.	Other than Permanent (G)	611	611	100.00%	0	0.00%
3.	Total Workers (F + G)	802	801	99.88%	1	0.12%

b. Differently abled Employees and workers:

No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	0	0	0.0%	0	0.0%
2.	Other than Permanent (E)	0	0	0.0%	0	0.0%
3.	Total employees (D + E)	0	0	0.0%	0	0.0%
Differently Abled Workers						
1.	Permanent (F)	2	2	100.00%	0	0.0%
2.	Other than Permanent (G)	2	2	100.00%	0	0.0%
3.	Total Workers (F + G)	4	4	100.00%	0	0.0%

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	08	01	12.50%
Key Management Personnel	06	00	0.0%

Remarks: The Whole-time Directors and Managing Directors fall under the category of Directors as well as KMPs.

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

Particulars	(Turnover rate in current FY)			(Turnover rate in current FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21	11	22	8.9	0	8.5	9.7	25	10.5
Permanent Workers	8	0	8	9.6	50	10	6.3	0	6.3

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

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

Sr. 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.	Shiva Performance Materials Private Limited	Holding	0	No

VI. CSR Details

22.	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	(ii)	Turnover (in ₹)	237,227.36 Lakhs
	(iii)	Net Worth (in ₹)	71,474.93 Lakhs

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	The company is not required to upload the process on it's website	0	0	The company is not required to upload the process on it's website

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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Not applicable	Not applicable	Not applicable	All investors fall under category of shareholders only.	Not applicable	Not applicable	All investors fall under category of shareholders only.
Shareholders	Yes https://styrenix.com/2506-2/	02	0	There are no grievances of stakeholders remaining unattended / unresolved and every effort is made at all levels to immediately redress stakeholders' grievances without delay.	01	0	There are no grievances of stakeholders remaining unattended / unresolved and every effort is made at all levels to immediately redress stakeholders' grievances without delay.
Employees and workers	Yes	0	0	The company is not required to upload the process on it's website.	0	0	The company is not required to upload the process on it's website.
Customers	Yes	101	02	The Company handles grievances from customers on case to case basis	54	0	The Company handles grievances from customers on case to case basis
Value Chain partners	No	1	0	The Company handles grievances from vendors / other value chain partners on case to case basis.	1	0	The Company handles grievances from vendors / other value chain partners on case to case basis.
Other (please specify)	None	Not applicable	Not applicable	-	Not applicable	Not applicable	-

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.

Sr. 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	Risk	Company deals with hazardous chemicals like Styrene, Butadiene and Acrylonitrile in complicated process. Improper handling of the process can lead to safety and health risk of employees, workers and neighbourhood.	Regular asset care audits, risk evaluation by scientific methods like HAZOP, Environmental Impact assessment. Training of work force, mock drills for disaster management interaction with neighbourhood, R&D to improve process safety.	Negative
2	Occupational Health and Safety	Opportunity	With our long experience in manufacturing, we have established a world class safety culture. This leads to improved productivity of our staff as they don't need to worry about their safety in the workplace. In the long run, this improves product quality and reduces costs.	-	Positive
3	Waste management	Risk	Waste generation in all forms that is solid, water and gaseous is inherent in the process which can create pollution and compliance issues with local law.	World class technologies in place to get best process yields from raw material and thereby reduce generation of waste. Hazardous waste is stored and disposed off fully as per local regulations (Pollution control boards) and full off line and on line documentation is in place.	Negative
4	Waste management	Opportunity	Effective management of waste, recycling enhances brand value and reduce costs.	-	Positive

SECTION B - MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

Principle 1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive towards all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect, protect, and make efforts to restore the environment
Principle 7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

(This report includes responses to all essential indicators and certain leadership indicators, to the extent applicable)

Policy and management processes

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has not adopted any such standards	The Company has not adopted any such standards.	The Company has not adopted any such standards.	The Company has not adopted any such standards.	The Company has not adopted any such standards.	The Company has not adopted any such standards.	The Company has not adopted any such standards.	Our CSR activities and disclosures are in line with Section 135 of the Companies Act, 2013, India.	We are ISO 9001 certified to ensure top quality products for our customers.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have updated our Sustainability Strategy with a mission to utilise our entrepreneurial culture to deliver long-term value to our customers and stakeholders. We do this by operating in a safe, environmentally, and socially responsible manner to provide sustainable solutions across the full lifecycle of our products. We have set targets against Fair Business Practices, in which we have committed in conducting necessary trainings for all our employees on our Code of Conduct on regular basis.	In line with the Sustainability Strategy, the Company has set targets against the principle.	In line with the CoC, the Company has set targets against the principle.	In line with the CoC, the Company has set targets against the principle.	In line with the CoC, the Company has set targets against the principle.	In line with the SHE policy, the Company has set targets against the principle.	In line with the CoC, the Company has set targets against the principle.	In line with the CSR Policy, the Company has set targets against the principle.	In line with the CoC, the Company has set targets against the principle.

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Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We periodically monitor the performance of the Company against goals and targets and take the appropriate action in case any course correction is required. Our performance is periodically reviewed by the Management	We periodically monitor the performance of the Company against goals and targets and take the appropriate action in case any course correction is required. Our performance is periodically reviewed by the Management	We periodically monitor the performance of the Company against goals and targets and take the appropriate action in case any course correction is required. Our performance is periodically reviewed by the Management	We periodically monitor the performance of the Company against goals and targets and take the appropriate action in case any course correction is required. Our performance is periodically reviewed by the Management	We periodically monitor the performance of the Company against goals and targets and take the appropriate action in case any course correction is required. Our performance is periodically reviewed by the Management	We periodically monitor the performance of the Company against goals and targets and take the appropriate action in case any course correction is required. Our performance is periodically reviewed by the Management	We periodically monitor the performance of the Company against goals and targets and take the appropriate action in case any course correction is required. Our performance is periodically reviewed by the Management	We periodically monitor the performance of the Company against goals and targets and take the appropriate action in case any course correction is required. Our performance is periodically reviewed by the Management	We periodically monitor the performance of the Company against goals and targets and take the appropriate action in case any course correction is required. Our performance is periodically reviewed by the Management

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)	As Listed entity has flexibility regarding the placement of this disclosure, this has already been covered in the Message at the beginning of the BRSR.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. K. Ravishankar, Whole-time Director Tel. no.: 0265-2303201 E-mail: secshare@styrenix.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.	-

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	Director along with departmental heads and other key personnel have reviewed these policies and assessed the performance against laid out policies and identified areas of improvement to be implemented in near future. The Company abides with the regulations, and maintain high degree of compliance with requirements, as applicable.									Annually as well as on Need basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company abides with the regulations, and maintains high degree of compliance with requirements, as applicable.									Annually as well as on Need basis.								

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.

Sr. no	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1	The Company has a strong internal review and assessment mechanism for evaluating the policy implementation, identifying gaps, and addressing them by adopting appropriate solutions. For the year 2022-23, the Company has obtained services of GovEva (an independent agency) to review/assess/evaluate working of existing policy of the Company.								

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

Sr. no	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)	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-

Remarks: As all of the principles are covered under the policies of the Company, this question is not applicable.

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 covered by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of directors	04	<p>Training Imparted: Business sustainability, circular economy, outlook for Company's businesses, assessment of risks and their mitigation strategies.</p> <p>Impact: The Board of Directors is able to analyse and suggest risk mitigation strategies. It also helps them understand the industry level issues such as sustainability and circular economy with reference to Company's business outlook.</p>	100%
Key Managerial personnel	07	Office Organamics (Video), Slip, Trip, Fall, Distracted Walking (Use of mobiles), Hotel Safety: Staying safe for employers and travelers, Emergency preparedness and response.	100%
Employees other than BoD and KMPs	80	Training & Awareness for SHE conducted under Principle 3 and Principle 6. Major trainings included as follows: SHE training under section 111A (General safety & PSM) First Aid training Line of Fire Hand Safety SHE policies and common procedures Work permit & LOTO Work at height Emergency preparedness & Response Lifting and rigging Spill control Firefighting Health training Incident sharings for awareness Use of PPE EMS (Environment Management System Personnel Protective Equipment MOC (Management of Change) ISO Internal Auditor training	100%
Workers	95	Training & Awareness for SHE conducted under Principle 3 and Principle 6. Major trainings included as follows: SHE training under section 111A (General safety & PSM) First Aid training Line of Fire Hand Safety SHE policies and common procedures Work permit & LOTO Work at height Emergency preparedness & Response Lifting and rigging Spill control Fire fighting Health training Incident sharings for awareness Use of PPE EMS (Environment Management System Personnel Protective Equipment)	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 2022-23:

Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 6	Gujarat Pollution Control Board	1 (one) Crore	Environment compensation due to release of pollutants during fire, under Sec 31A of the Air (Prevention & control of Pollution) Act - 1981. Incident happened in Mar'2022 but notice for fine and payment done in Apr'2022.	No. Fine payment was mandatory
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL
Non-Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NIL	NIL	NIL	NIL	
Punishment	NIL	NIL	NIL	NIL	

Remarks: There were no imprisonment / punishment pronounced during the year under review.

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.

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	Not applicable	Not applicable

4.	<p>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.</p> <p>The Company has a defined Code of Conduct (CoC) which clearly states Company's commitment on anti-corruption and anti-bribery principles. The payment of bribes, kickbacks or other payments to government personnel and other officials, as well as to suppliers and customers, in cash or kind to obtain or retain business or otherwise gain advantage for Styrenix Performance Materials Limited is strictly prohibited, irrespective of whether payments or offers are made directly or indirectly. In some countries, certain facilitation payments are permitted to be made under limited circumstances, such as minor payments to government officials or employees where this is necessary in order to speed up or to secure the performance of a routine non-discretionary governmental action or service to which the Company is already legally entitled. Styrenix Performance Materials Limited does not condone or permit these practices and supports the OECD (Anti Bribery Convention), which urges countries to work to end such arrangements through good governance programmes.</p>
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5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Category	(Current Financial Year)	(Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Category	Number (CY)	Remarks (CY)	Number (PY)	Remarks (PY)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	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.-

➤ Not Applicable because no such cases / incidences occurred during period under reporting.

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.

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	0	0	-

Remarks: The Company invests, on a regular basis, in various projects in R&D (capex as well as on regular improvement projects) which include projects towards improvement in environmental and social impact of products and processes. However, currently, there are no specific details maintained with reference to the improvement in environmental and social impact of products and processes. The details of expenditure made towards R&D are provided in Annexure V to the Board's Report.

2.	<p>a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)- Yes</p> <p>b. If yes, what percentage of inputs were sourced sustainably? We have corporate guidelines to source all input materials with sustainable compliances. We source more than 90% of input materials in a sustainable manner.</p>
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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)	Styrenix Performance Materials Ltd. (SPML) is "manufacturer" category and hence Extended Producers Responsibility (EPR) is not applicable as per the Plastic Waste Management Rules.
(b)	E-waste	We are sending all E-waste materials to recyclers who are approved by GPCB and/or CPCB with proper documentation. End of Life products are discarded as e-waste. The devices are securely erased before discarding to ensure no data remains on the devices. Authorized recycler from GPCB is hired by the organization who are picking up the e-waste. Records of e-waste are maintained for compliance purpose.
(c)	Hazardous waste	We have established process to remove and handing over all hazardous waste to approved recyclers by adopting guidelines from GPCB and/or CPCB. The Company's manufacturing sites are governed by the Consents to Operate and authorization under the Hazardous Waste Management Rules. Under these Rules / Regulations, the Company has declared all its waste, including plastic packaging. All the wastes generated are handed over to State Pollution Control Board authorized waste disposal service providers. This ensures that the waste is properly disposed of. As a responsible Company, plastic containers are given to the processors authorized by state pollution control board for recycling.

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

- Styrenix Performance Materials Ltd falls under the category of "Manufacturer" as per Plastic waste Management Rules 2016. Extended Producer Responsibility (EPR) is not applicable.

Leadership Indicators

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	
	FY2022-23	FY 2021-2022
Jumbo Bags/Big Bags	0.005%	0.005%

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

Indicate input material	FY2022-23			FY 2021-2022		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	6	0	0	5	0	0
E-waste	0	0	0	0	0.630	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

Sr. no	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1	Nil	0

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 (Permanent Employees).

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	193	193	100.00%	193	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	8	8	100.00%	8	100.00%	8	100.00%	0	0.00%	0	0.00%
Total	201	201	100.00%	201	100.00%	8	3.98%	0	0.00%	0	0.00%
Other than permanent Employees											
Male	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Remarks: Paternity benefits are not covered under the present policy.

Remarks: The Company does not have other than permanent employees.

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b. Details of measures for the well-being of workers. (Permanent Workers).

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	190	190	100.00%	190	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	1	1	100.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Total	191	191	100.00%	191	100.00%	1	0.52%	0	0.00%	0	0.00%
Other than permanent Workers											
Male	611	611	100.00%	611	100.00%	0	0.00%	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	611	611	100.00%	611	100.00%	0	0.00%	0	0.0%	0	0.0%

Remarks: Paternity benefits are not covered under the present policy.

Remarks: Paternity benefits are not covered under the present policy for permanent workers. All workers are covered under ESI/WC (covered as per law).

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

Benefits	No. of employees covered as a % of total employees (CY)	No. of workers covered as a % of total workers (CY)	Deducted and deposited with the authority (Y/N/N.A.) (CY)	No. of employees covered as a % of total employees (PY)	No. of workers covered as a % of total workers (PY)	Deducted and deposited with the authority (Y/N/N.A.) (PY)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	0	2.1	Y	0	1.5	Y
Others - please specify	-	-	-	-	-	-

3. 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. All the offices are accessible for the differently abled employees and workers.**

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, the entity has equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016**

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

Remarks: Not applicable as no one has taken parental leave.

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the company has a strong mechanism for addressing the grievances of the employees and workers to help employees /workers to raise and redress the grievances. For workers grievances are routed through the recognised union to the HR department for redressal.
Other than Permanent Workers	Yes, the company has a strong mechanism for addressing the grievances of the employees and workers to help employees /workers to raise and redress the grievances. For non permanent workers grievances are routed through the agency/contractor to the HR department for redressal.
Permanent Employees	Yes, the company has a strong mechanism for addressing the grievances of the employees and workers to help employees /workers to raise and redress the grievances. Employee grievances are routed through the functional heads to the HR department for redressal.
Other than Permanent Employees	Yes, the company has a strong mechanism for addressing the grievances of the employees and workers to help employees /workers to raise and redress the grievances. Employee grievances are routed through the functional heads to the HR department for redressal.

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

Category	FY2022-23			FY2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	201	0	0.00%	234	0	0.00%
- Male	193	0	0.00%	225	0	0.00%
- Female	8	0	0.00%	9	0	0.00%
Total Permanent Workers	191	191	100.00%	198	198	100.00%
- Male	190	190	100.00%	197	197	100.00%
- Female	1	1	1	1	1	100.00%

8. Details of training given to employees and workers:

Category	FY2022-23					FY2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	193	158	81.87%	134	69.43%	225	220	97.78%	187	83.11%
Female	8	7	87.50%	4	50.00%	9	6	66.67%	3	33.33%
Total	201	165	82.09%	138	68.66%	234	226	96.58%	190	81.20%
Workers										
Male	801	190	23.72%	190	23.72%	715	197	27.55%	197	27.55%
Female	1	1	100.00%	1	100.00%	1	1	100.00%	1	100.00%
Total	802	191	23.82%	191	23.82%	716	198	27.65%	198	27.65%

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9. Details of performance and career development reviews of employees and workers

Category	FY2022-23			FY2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	193	193	100.00%	225	225	100.00%
Female	8	8	100.00%	9	9	100.00%
Total	201	201	100.00%	234	234	100.00%
Workers						
Male	801	0	0.00%	715	0	0.00%
Female	1	0	0.00%	1	0	0.00%
Total	802	0	0.00%	716	0	0.00%

10.	a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, the Company has implemented occupational health & safety management system. This is adopted based on PDCA (Plan Do Check Act) cycle of ISO systems.
	b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	A well-defined and documented Hazard Identification and Risk assessment is practiced for routine activities and non-routine activities with a detailed Permit to Work system. JSA is mandatory for all non routine works before executing the work. HAZOP studies are conducted on all processes and risk identified, assessed and actions are put in place for mitigating the risk to tolerable levels. Accident Incident Management System is in place and as per the system employees are expected to report all accidents, incidents, near miss and even unsafe conditions/unsafe acts at workplace. All such cases are adequately investigated and preventive/corrective actions implemented. Training of all categories of employees is an essential element of our safety system. Best practices like Risk assessment, Workplace exposure measurement, regular medical checkups, accident/incident reporting etc., along with process safety practices like Safety Health and Environment reviews and Pre Safety Start up Reviews (PSSR) always keeps our employees safe and healthy at workplace. Adequate emergency preparedness is also put in place to mitigate any unforeseen eventualities.
	c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes. A detailed procedure in place for reporting unsafe conditions, Incidents including near miss reporting & Investigation, Corrective & preventive actions management and review. Also, BBSO program is in place to tackle behavioral risk aspects and minimize them.
	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	FY2022-23	FY2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.66
	Workers	0	0
Total recordable work-related injuries	Employees	0	2
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	0	0

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

- A well defined SHE management system is in place with SHE policy, Manual, procedures and work instructions.
- A well-defined and documented Hazard Identification and Risk assessment is practiced for routine activities and non-routine activities with a detailed Permit to Work system.
- Accident Incident Management System is in place and as per the system employees are expected to report all accidents, incidents, near miss and even unsafe conditions/unsafe acts at workplace. All such cases are adequately investigated and preventive/corrective actions implemented. Training of all categories of employees is an essential element of our safety system.
- Best practices like Risk assessment, Workplace exposure measurement, regular medical checkups, accident/incident reporting etc., along with process safety practices like Safety Health and Environment reviews and Pre Safety Start up Reviews (PSSR) always keeps our employees safe and healthy at workplace.
- Adequate emergency preparedness is also put in place to mitigate any unforeseen eventualities. A Legal compliance process is in place and maintains full responsibilities towards the responsible authorities.
- Company is also certified for ISO14001: 2015, with Occupational Health and Safety elements also assessed/ audited. Also, BBSO program is in place to tackle behavioral risk aspects and minimize them.

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

	FY2022-23			FY2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

Remarks: No complaints received during the current or previous years due to robust focus on working conditions, health and safety of the employees and workers.

14. Assessments for the year:

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

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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.

- In view of the 2 reportable incidents corrective/preventive actions were taken which included improvements in Engineering controls on top priority and also administrative controls. Risk assessments were accordingly conducted to identify gaps and mitigated.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of	
(A) Employees (Y/N)	Yes, 50 months salary is paid as part of the term insurance policy in the event of death
(B) Workers (Y/N)	
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	
Styrenix Performance Materials Ltd (SPML) have established process to check all statutory compliances by value chain partners in terms of GST, PF, ESI, WC etc.	

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	
	FY2022-23	FY2021-22	FY2022-23	FY2021-22
Employees	0	2	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)
Yes, Company believes in supporting and handholding its employees who are nearing their retirement, e.g Retainership Programs in case of retired employees based on business needs and expertise of the retiring employee.

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Available, however we have established process to provide safety training while entering into company premises for executing any work with all safety aspects.
Working Conditions	Not Available, however we provide healthy and safe working environment to all workforce of value chain partners within our company premises.

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

Essential Indicators

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

- The Company has an internal process to identify stakeholder groups or institutions that add value and/or impact business performance in medium and long term. The Company has inter-alia identified stakeholder groups such as employees, workers, shareholders, investors, customers, suppliers and communities that impact and on whom the business has an impact on.

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

Sr. No.	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
1	Employees and workers	No	Engagement forums and one-on-one interactions	Daily and Need-based	Inform about business plans and future strategies
2	Shareholders/ Investors	No	Annual General Meeting (AGM), Notice board, Email, and website of the Company and through stock exchange websites as well.	Annually, half yearly, quarterly, and on need basis as well.	To stay abreast of all developments and plans of the Company
3	Customers	No	Multiple channels- in person meetings and digital platform	Need based	Continuously engage with customers and seek feedback
4	Communities	Yes	Interactions through NGOs and direct interactions	Project based	Support socially high impact projects

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	FY2022-23			FY2021-22		
	Total (A)	No. of employees / workers covered (B)	% (D / C)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	201	201	100.00%	234	234	100.00%
Other than permanent	0	0	0.0%	0	0	0.0%
Total Employees	201	201	100.00%	234	234	100.00%
Workers						
Permanent	191	191	100.00%	198	198	100.00%
Other than permanent	611	611	100.00%	518	518	100.00%
Total Workers	802	802	100.00%	716	716	100.00%

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

Category	FY2022-23					FY2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	201	0	0.00%	201	100.00%	234	0	0.00%	234	100.00%
Male	193	0	0.00%	193	100.00%	225	0	0.00%	225	100.00%
Female	8	0	0.00%	8	100.00%	9	0	0.00%	9	100.00%
Other than Permanent	0	0	0	0	0.0%	0	0	0.0%	0	0.0%
Male	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Workers										
Permanent	191	0	0.00%	191	100.00%	198	0	0.00%	198	100.00%
Male	190	0	0.00%	190	100.00%	197	0	0.00%	197	100.00%
Female	1	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%
Other than Permanent	611	556	91.00%	55	9.00%	518	466	89.96%	52	10.04%
Male	611	556	91.00%	55	9.00%	518	466	89.96%	52	10.04%
Female	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	10300687	0	0
Key Managerial Personnel	6	10300687	0	0
Employees other than BoD and KMP	191	1264129	8	1558016
Workers	190	644339	1	746807

Remarks:

- a. We have considered on executive Board of Directors in sr. no. 1.
 - b. In KMPs, we have included executive Board of Directors as well (4 ED + CS + CFO).
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, Head HR with the support of Site HR Managers and Legal Department address the human rights issues as stipulated in code of conduct and equal opportunity policy.
5. Describe the internal mechanisms in place to redress grievances related to human rights issues. -
- Code of conduct and equal opportunity policies provide the mechanism for grievances redressal related to human rights issues. HR and Legal team addresses the grievances received through various channels.
6. Number of Complaints on the following made by employees and workers:

	FY2022-23			FY2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. –
- Retaliation against any individual who, in good faith, reports a violation or who participates in an investigation of alleged violation is strictly forbidden as per the code of conduct policy of the company.
8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
- Yes

9. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced/involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

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

- Processes and mechanisms are available to mitigate the risks, if any arising in future.

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.

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	197442	176166
Total fuel consumption (B)	229201	194864
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	426643	371030
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1.80 GJ/Lakh	1.70 GJ/Lakh

Remarks: The units of energy in Giga Joules.

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. However Annual environment audit is conducted by GPCB assigned auditors at all sites. Also, the Company's manufacturing sites are certified for ISO 14001 by Bureau Veritas who audits the systems.
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.
- No
3. Provide details of the following disclosures related to water, in the following format: Water withdrawal by source (in kilolitres)

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Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	57975	47496
(iii) Third party water	333462	321611
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	391437	369107
Total volume of water consumption (in kilolitres)	253875	253875
Water intensity per rupee of turnover (Water consumed / turnover)	1.0702 KL/Lakh	1.0239 KL/Lakh

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. However Annual environment audit is conducted by GPCB assigned auditors at all sites. Also, the Company's manufacturing sites are certified for ISO 14001 by Bureau Veritas who audits the systems.

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

➤ No.

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	mg/NM3	239.92	243.19
SOx	mg/NM3	347.771	384.48
Particulate matter (PM)	mg/NM3	867.3947	910.14
Persistent organic pollutants (POP)	N.A.	N.A.	N.A.
Volatile organic compounds (VOC)	N.A.	N.A.	N.A.
Hazardous air pollutants (HAP)	N.A.	N.A.	N.A.
Others – please specify	N.A.	N.A.	N.A.

Remarks: The values are averaged from the values recorded over the year.

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. However Annual environment audit is conducted by GPCB assigned auditors at all sites. Also, the Company's manufacturing sites are certified for ISO 14001 by Bureau Veritas who audits the systems.

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

Category	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	11655	9890.5
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	44424	39637
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tonnes of CO ₂ equivalent / rupee of turnover	0.2364 Metric Tonnes of CO ₂ equivalent/Lakh	0.2273 Metric Tonnes of CO ₂ equivalent/Lakh

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. However Annual environment audit is conducted by GPCB assigned auditors at all sites. Also, the Company's manufacturing sites are certified for ISO 14001 by Bureau Veritas who audits the systems.

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

➤ Company has implemented GHG measures like replacing the conventional lamps with LED lamps, use energy efficient motors and variable frequency drives. Further, a collaborative effort of companies, governmental and non-governmental organizations as well as civil society is necessary to address the global challenge of mismanaged plastic waste. These can be re-cycling, re-use and re-purposing of plastic to keep it out of the environment.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	396.13	98.59
E-waste(B)	0.14	1.274
Bio-medical waste (C)	0.0039	0.0049
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)	2054.82	2008.4
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	433.72	375.08
Total (A + B + C + D + E + F + G + H)	2884.8139	2483.3489
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Parameter	FY 2022-23	FY 2021-22
Category of waste - Plastic		
(i) Recycled	396.13	98.59
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	396.13	98.59

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Parameter	FY 2022-23	FY 2021-22
Category of waste - E-Waste		
(i) Recycled	0.14	1.274
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0.14	1.274
Category of waste - Bio-medical waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
Category of waste - Construction and demolition waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
Category of waste - Battery waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
Category of waste - Radioactive waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
Category of waste - Other Hazardous waste		
(i) Recycled	133.299	99.822
(ii) Re-used	0	0
(iii) Other recovery operations	254.6	187.302
Total	387.899	287.124
Category of waste - Other Non-Hazardous waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Parameter	FY 2022-23	FY 2021-22
Category of waste - Plastic		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
Category of waste - E-Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
Category of waste - Bio-medical Waste		
(i) Incineration	0.0039	0.0049
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0.0039	0.0049
Category of waste - Construction and demolition waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
Category of waste - Battery		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
Category of waste - Radioactive		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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Parameter	FY 2022-23	FY 2021-22
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	217.176	298.63
(ii) Landfilling	1449.745	1422.695
(iii) Other disposal operations	0	0
Total	1666.921	1721.325
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	433.72	375.08
Total	433.72	375.08

Remarks: Other hazardous wastes include all hazardous waste as per the CCA. Other non-hazardous waste include wood, scrap metal, glass, paper.

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. However Annual environment audit is conducted by GPCB assigned auditors at all sites. Also, the Company's manufacturing sites are certified for ISO 14001 by Bureau Veritas who audits the systems.
9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes. -
- The Company, being a Responsible organization, manages its waste in a legally compliant and sustainable method. All the waste is handled as required by Consent to Operate / Hazardous Waste authorization of the individual sites.
 - The Company adopts the strategy of Reduce, Reuse, Recycle, Recovery and Disposal methodology by optimizing and modifying the process from time to time.
 - Continuous improvements in manufacturing process and technology, operating procedures is the key to reduce the generation of hazardous waste at our site. Substitution with less hazardous chemicals also contribute positively. High calorific value waste is sent to for coprocessing.
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:

Sr. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	0	0	Although none of the Company's operations / offices are falling in or around ecologically sensitive areas, your Company has obtained environment clearance for its manufacturing sites at Dahej, Nandesari & Katol from State Environment Impact Assessment Authority (SEIAA), Gujarat state and MOEF.

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

Sr. No	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
1	The Company has not undertaken any environmental impact assessments during the current financial year.	-	-	-	-	-

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:

Sr. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Sec 31A of the Air (Prevention & control of Pollution) Act -1981	Emitting pollutants resulting from fire at Nandesari site.	INR 1 Crore as Environmental compensation.	The solid waste generated during incident and emergency response was safely disposed to GPCB approved waste disposal facility. Engineering controls as per GPCG directives were implemented.

Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	197442	176166
Total fuel consumption (E)	229201	194864
Energy consumption through other sources (F)	0	0
Total energy consumed from nonRenewable sources (D+E+F)	426643	371030

Remarks: The units of energy in Giga Joules.
Remarks: The units of energy in Giga Joules.

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. However Annual environment audit is conducted by GPCB assigned auditors at all sites. Also, the Company's manufacturing sites are certified for ISO 14001 by Bureau Veritas who audits the systems.

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2. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2022-23	FY 2021-22
(i) To Surface water		
- No treatment	0	0
With treatment - please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
With treatment - please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
With treatment - please specify level of treatment (Treated in WWTP with primary, secondary, and tertiary treatment)	137562	146005
(v) Others		
- No treatment	0	0
With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	137562	146005

Remarks: For Dahej Katol and Moxi sites the treated water meeting CCA norms from STP and ETP is used for gardening & green belt within the premises.

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. However Annual environment audit is conducted by GPCB assigned auditors at all sites. Also, the Company's manufacturing sites are certified for ISO 14001 by Bureau Veritas who audits the systems.

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

(i) Name of the area-

- Not Applicable. Styrenix Performance Materials Limited does not withdraw, consume or discharge water in the areas of water stress.

(ii) Nature of operations-

- Not Applicable. Styrenix Performance Materials Limited does not withdraw, consume or discharge water in the areas of water stress.

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. However Annual environment audit is conducted by GPCB assigned auditors at all sites. Also, the Company's manufacturing sites are certified for ISO 14001 by Bureau Veritas who audits the systems.
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.-
- Although the Company does not operate in any of the ecologically sensitive areas, our Company is sensitive to the needs of all its stakeholders. The discharge parameters are independently monitored by an agency approved by the Ministry of Environment, Forest & Climate Change, Government of India. The report of the monitoring is regularly shared with state pollution control board.
6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water consumption reduction (2022-2023)	Optimization of STP operations at Katol site.	Reduction in water consumption.
2	Solid spill reduction (2022-2023)	Spill identification and control program undertaken to prevent Pellet and power loss to soil.	Reduction in spill of pellets and powder to ground, preventing soil and marine pollution.
3	Air Pollution control (2022-2023)	Installation of new Hcl scrubber to Hcl storage tank.	Reduction in air emissions.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.-
- The Company has a well-defined Emergency management system. The Incident and Emergency Management system of the Company defines organizational structures and provides guidance to the Management to enable the efficient management of incidents or crisis, with the objective of minimizing the overall negative impact of a given situation and enabling a return to normalcy in the shortest possible timeframe. The Incident and Emergency Management system takes care of any event, which has a potential to impact business unit operation and credibility, or which poses economic, environment, safety, health, security, or legal liability or which may or will require significant regional/global level resources to manage. Site & corporate Emergency plans are simulated to check emergency preparedness & response and mitigate any gaps.
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 no significant impact to the environment due to plant operations. Also, for transportation and distribution safety, company has well developed management systems, safe procedures.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- NIL

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. - 1 (One)
1. 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.

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Chemical and Petrochemical manufacturing association (CPMA)	National
2	0	0
3	0	0
4	0	0
5	0	0
6	0	0
7	0	0
8	0	0
9	0	0
10	0	0

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.

Sr. No	Name of authority	Brief of the case	Corrective action taken
1	NA	NA	NA

Remarks: The Company follows all laws, policies and procedures to ensure that there are no instances of breach or non-compliance of anti-competition laws.

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.

Sr. No	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
1	NA	NA	NA	NA	NA	NA

Remarks: During the year no projects were undertaken which required SIA.

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

Sr. 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 INR)
1	NA	NA	NA	NA	NA	NA

Remarks: During the year the Company has not undertaken any project requiring R&R.

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

- Site HR and Admin Department shall receive, and in consultation with the Management redress any grievance/s from community in an effective, conducive, and timely manner (if any).

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

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	7%	6%
Sourced directly from within the district and neighbouring districts	80%	80%

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

Essential Indicators

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

- The Company's department of quality takes care of the customer complaints & after undertaking the root cause analysis, closes the complaint with customer by giving possible root cause, solution & settlement of the complaint. This is done in coordination with coordination of internal cross functional teams like operation, RDC, sales and marketing. QC department keeps the record of all quality complaints as per the ISO requirements.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of 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	101	2	Out of 101, 57 complaints were related to Quality and 44 were related to Logistics	54	0	Out of 54, 18 complaints were related to Quality and 36 were related to Logistics

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

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

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, IT is part of Information Technology Cyber Security policy, it will get updated in future as per the business requirement.

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.-

- As there were no complaints, the answer to this question is 'Not applicable'.

Leadership Indicators

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

- The details of the products manufactured and sold by the Company are available on its website www.styrenix.com