



July 03, 2023

To,  
The Secretary,  
Market Operations Department,  
The BSE Ltd.  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai – 400 023.

Capital Market Operations  
The National Stock Exchange of India Ltd.  
Exchange Plaza, 5<sup>th</sup> Fl., Plot No.C/1,  
G Block, Bandra-Kurla Complex,  
Bandra (E),  
Mumbai – 400 051.

Scrip Code: 500003

Scrip Code: AEGISCHEM

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Reporting**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2022- 23, which also forms part of the Annual Report for FY 2022-23, submitted to the Exchanges vide letter dated July 03, 2023.

Kindly take the same on record.

Yours faithfully,  
For AEGIS LOGISTICS LIMITED

MONICA GANDHI  
COMPANY SECRETARY

Encl: As above

**AEGIS LOGISTICS LTD.**

**Corporate Office:** Unit No. 1202, Tower B, Peninsula Business Park, G.K. Marg, Lower Parel (W), Mumbai - 400 013, India.

Tel: 022 - 6666 3666; Fax: 022 - 6666 3777; Email: aegis@aegisindia.com; Website: aegisindia.com

**Registered Office:** 502, 5th Floor, Skylon, G.I.D.C. Char Rasta, Vapi - 396 195, Dist. Valsad, Gujarat, India.

CIN No: L63090GJ1956PLC001032

## Annexure F to the Directors' Report

### BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2023

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the listed entity

No.	Particulars	Company Information
1.	Corporate Identity Number (CIN) of the Company	L63090GJ1956PLC001032
2.	Name of the Listed Company	Aegis Logistics Limited
3.	Year of Incorporation	June 30, 1956
4.	Registered address	502, 5th Floor, Skylon Co. Op. Housing Society Limited., GIDC, Char Rasta, Vapi-396195, Dist. Valsad, Gujarat State, India
5.	Corporate address	1202, Tower B, Peninsula Business Park G K MARG, Lower Parel (WEST) Mumbai 400013 MH
6.	E-mail ID	aegis@aegisindia.com
7.	Telephone	(022)-66663666
8.	Website	www.aegisindia.com
9.	Financial year for which reporting is being done	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	Equity shares are listed on BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 351,000,000/-
12.	Name and contact details (Telephone, email address) of the person who may be contacted in case of queries on the BRSR Report	Mr. Rajiv Chohan President- Business Development (022)-66663666
13.	Reporting boundary-Are the disclosures under this report made on standalone basis (i.e; only for the entity) or on an consolidated basis (i.e; for the entity and all the entities which forms part of its consolidated financial statements, taken together	Disclosures made in this report are on a standalone basis

##### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Trade	Wholesale Trading	90.40 %
2.	Transport and storage	Warehousing and storage	9.44%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Wholesale LPG Distribution: Auto Gas, Commercial & Industry distribution	46610	90.40 %
2	Storage Terminalling Business (both liquid and Gas)	52109	9.44%

**Operation**

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
<b>National</b>	1. Storage Terminals at Mumbai	2	3
	2. Network of 142 Autogas Station over 10 states		
<b>International</b>	NIL		

17. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	The Company has its presence in 10 states through terminals and network of auto gas stations
International (No. of Countries)	None

b. What is the contribution of exports as a percentage of the total turnover of the entity? – There are no exports in the Company.

c. A brief on types of customers

OMC's, MNC and other industrial and commercial establishments as well as Auto LPG users.

**III. Employees**

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	297	286	96.30%	11	3.70%
2.	Other than Permanent (E)	75	72	96.0%	03	4.00%
3.	Total employees (D + E)	372	358	96.24%	14	3.76%
<b>WORKERS</b>						
4.	Permanent (F)	13	13	100%	0	0
5.	Other than Permanent (G)	224	224	100%	0.00	0.00
6.	Total workers (F + G)	237	237	100%	0.00	0.00

b. Differently abled Employees and workers:

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

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11
*Key Management Personnel	3	1	33.33

\* Key Management Personnel refers to the Chief Executive Officer, Chief Financial Officer and Company Secretary as defined under Section 203 (f) of the Companies Act, 2013.

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

	FY 2022-23 ** (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.34%	0	12.34%	9.38%	8.33%	17.71%	8.45%	8.00%	16.45%
Permanent Workers	14.29%	0	14.29%	6.06%	0.00%	6.06%	11.46%	0.00%	11.46%

\*\*Note: Some of Aegis employees transferred to Aegis Vopak Terminals Limited, Subsidiary Company w.e.f. May 25, 2022

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

## 21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Sealord Containers Limited	Wholly owned Subsidiary	100	Yes, subsidiary Companies namely Sealord Containers Limited, Aegis Gas (LPG) Private Limited and Hindustan Aegis LPG Limited, Konkan Storage Systems (Kochi) Private Limited participate in BR Initiatives of Aegis Group as a whole.
2.	Konkan Storage Systems (Kochi) Private Limited*	Step Down Subsidiary	51	
3	Hindustan Aegis LPG Limited	Subsidiary	51	
4	Aegis Gas (LPG) Private Limited	Wholly owned subsidiary	100	
5	Eastern India LPG Company Private Limited	Wholly owned Subsidiary	100	
6	Aegis Vopak Terminals Limited	Subsidiary	51	
7	Aegis Terminal (Pipavav) Limited	Subsidiary	96	
8	CRL Terminals Private Limited*	Step down subsidiary	51	
9	Aegis Group International Pte. Limited	Subsidiary	60	
10	Aegis International Marine Services Pte. Limited	Wholly owned subsidiary	100	

\* Effective ownership being step down subsidiary

**22. CSR Details**

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)- Yes

(i) Turnover (in Rs.)- Rs 12,279,842,000/-

(ii) Net worth (in Rs.)- Rs 15,293,699,000/-

**V. 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)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investor (other than shareholders)	Yes, Shareholders can register their complaints/ grievances by following the below web link: <a href="https://aegisindia.com/investor-information/#investor-contacts">https://aegisindia.com/investor-information/#investor-contacts</a> .	17	0	Source: Stakeholder Relationship Committee Complaints were suitably resolved in a timely manner	12	0	Source: Stakeholder Relationship Committee Complaints were suitably resolved in a timely manner
Shareholders							
*Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes Yes, Grievance Redressal Mechanism is in place. The customer can write their grievances at <a href="mailto:customercare@aegisindia.com">customercare@aegisindia.com</a> . They can also reach us at our customer care number.	0	0	NA	0	0	NA
Value Chain Partners (Supply Chain partners)	Yes	0	0	NA	0	0	NA

\*Some of the policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website. The hyperlink is: [www.aegisindia.com](http://www.aegisindia.com). In addition, there are internal policies which are approved by the Board of Directors of the Company.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Community and Social Impact	O	<b>Opportunity:</b> Harmonious relations with the community is essential for a business to be sustainable. Aegis actively supports CSR activities around its facilities.	Not Applicable	Positive
2.	Changing expectations of the Workforce and work environments	O	<b>Opportunity</b> To attract best-in-class talent and improve productivity.	Not Applicable	Positive
3.	Corporate Governance – Board oversight, Conflict of Interest, Ethics, Risk and Compliance, Succession Planning	O	Strong corporate governance is core to achieving the organisation's mission and any risks can undermine stakeholder trust, damage reputation and disrupt business. Hence, the Company adheres to the Corporate Governance framework.	Not Applicable	Positive
4.	Environmental Footprint	R & O	Non Compliance with Environmental standards is not a sustainable, desirable or ethical practice	Not Applicable	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
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, the policies are approved by the Board of Directors								
c. Web Link of the Policies, if available	The BRSR Policy of the Company can be viewed at weblink <a href="http://www.aegisindia.com">www.aegisindia.com</a> The policies of the Company relevant to the employees and other internal stakeholders are accessible to them.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The Company has translated the policies as applicable and imbibed the same into procedures and practices in all spheres of activities that the Company undertakes.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has Standards such as ISO 45001:2018, Occupational, Health & Safety, ISO 14001:2015, Environmental Management Systems and ISO 9001:2015, Quality Management Systems.  The Code of Conduct and Business Ethics ("the code") and other policies of the Company are in line with the general laws and regulations, sound ethical practices and professional standards followed nationally.  The Company has Anti Bribery and Anti-Corruption Policy, Policy on Related Party Transactions and the Whistle Blower Policy. The Whistle Blower policy confirms to the requirements as stipulated by the Companies Act, 2013 and the rules thereunder and of the applicable securities laws and regulations. The Whistle Blower policy broadly conforms to the standards set by the regulators of the country.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Policy of the Company is to be in strict compliance with all applicable laws, regulations and operating permit conditions.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is audited, inspected and reviewed on a regular basis by local, state and national authorities as well as by external auditors.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company's Vision and Mission statement embodies the principles of safety, sustainability and environmental responsibility.  Vision: To support India's transition to a more sustainable future.  Mission: to store and distribute bulk liquids and gases in a safe and sustainable manner								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajiv Chohan, President – Business Development								
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.	The Board has delegated to the CEO to oversee policy implementation.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P									
	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9										
Performance against above policies and follow up action	All the policies of the Company are approved by the Board and reviewed periodically. During the review, the effectiveness of the policies is evaluated and necessary amendments to policies and procedures are implemented.																										
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the extant regulations as applicable																										
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	Yes.									SGS India Private Limited, ICT and IIT Mumbai, Various government regulatory agencies.								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:																											
<b>Questions</b>	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)	Not Applicable																										
It is planned to be done in the next financial year (Yes/No)																											
Any other reason (please specify)																											



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

#### ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors/ Key Managerial Personnel	20 hours	Familiarisation was provided on various topics related to regulatory changes comprising NGRBC principles, economic development, and other various market scenarios and Capacity building programmes.	100%
Employees other than BoD and KMPs	10 hours	All employees undergo training programmes in the areas of skill upgradation, process orientation, soft skill development and safety, ESG awareness programmes. Refer Note No 1	100%
Workers	3708 Manhours	Continuous training on HSE, 5S and Lean. Process safety.	100%

#### Note No 1:

All employees of the Company undergo various training programmes throughout the year. Various trainings were undertaken during the year such as Prohibition of Insider Trading, Prevention of Sexual Harassment at the Workplace, Code of Conduct, Know Your Customer guidelines. The Company has established Learning Centre in Mumbai, where regular training is carried out, using both audio-visual aids, as well as practical on the job training in the area of Health and Safety of operations.

The Company has a Code of Conduct (Code) which defines the professional and ethical standards that employees and Directors need to adhere to in compliance with all applicable statutory laws, regulations and internal policies. The Code is published on the Company's website [www.aegisindia.com](http://www.aegisindia.com). Employees are required to annually confirm that they have read and understood the Code. All new employees are also required to confirm that they have read and understood the Code at the time of their induction. In addition, the Company has instituted several policies to ensure adherence to existing statutory laws and regulations such as The Whistle Blower (WB) policy etc.

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

<b>Monetary</b>					
	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (in Rs.)</b>	<b>Brief of the case</b>	<b>Has the appeal been preferred (Yes/No)</b>
Penalty/ Fine	-	-	Nil	-	-
Settlement	-	-	Nil	-	-
Compounding Fee	-	-	Nil	-	-
<b>Non-Monetary</b>					
	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (in Rs.)</b>	<b>Brief of the case</b>	<b>Has the appeal been preferred (Yes/No)</b>
Imprisonment	-	-	Nil	-	-
Punishment	-	-	Nil	-	-

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

NIL

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

Yes, the Company has an Anti-corruption and Anti-bribery Policy which explains our responsibility to comply with anti-bribery and anti-corruption laws (as applicable). The Company has a zero-tolerance attitude towards corruption and bribery. The Company is committed to doing business ethically and expects its employees to follow ethical business practices.

This policy applies to all stakeholders or persons associated with the Company and who may be acting on behalf of Company and sets out conduct that must be adhered to at all times.

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

	<b>FY 2022-23</b>	<b>FY 2021-22</b>
Directors		
KMPs	NIL	NIL
Employees		
Workers		

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

No complaints were received with regard to conflict of interest against Directors/KMPs in FY 2021-22 and FY 2020-21.

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

Not Applicable.

### LEADERSHIP INDICATORS

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

Total no of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3 (3 Hours)	Environment, health and safety trainings and awareness, SOP, Safety Campaign, Governance, ethics & compliance with law, fair business practices, labor practices and human rights, Driver Training on Road safety.	Varying from 60 % to 80 %

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

Yes. The Company has code of conduct in place for the Board of Directors and Senior Management which inter-alia includes to make prudent judgement to avoid all situations, decisions or relationship in case of conflict of interest.

The Company also receives an annual declaration (changes from time to time) from its Board members and KMP on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities / individuals.

### PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN 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.

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	6.7%	10.2%	Various types of emissions reduction and elimination.

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

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

Yes (100%)

Yes. Company's Sustainable sourcing policy outline its commitment to making its supply chain more responsible and sustainable.

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.

Active deployment of the Re-use, Recycle and Reduce mindset is encouraged with several initiatives underway at key sites. These include recycling programs with vendor partners, water recycling and energy conservation. The mechanisms at Terminals is such that it generates very meagre waste and is used effectively in followings ways:

- (a) **Plastics (including packaging):** Plastic and Paper waste is given for recycling.
- (b) **E-waste:** Authorised E-waste recycler is identified for disposal.
- (c) **Hazardous waste:** Used Foam PIG's and Used Oil is handed over to Authorised waste disposal agency.
- (d) **other waste.-** NA

**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.**

Not applicable.

**Leadership Indicators**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format:**

NIC Code	Name of the 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
52109	Storage and warehousing n.e.c. [Includes general merchandise warehouses and warehousing of furniture, automobiles, gas and oil, chemicals, textiles, etc)	-	For the Terminal area	No. (carried out internally)	No
46610	Wholesale of solid, liquid and gaseous fuels and related products	-	For the Terminal area	No. (carried out internally)	No

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

There are no significant social or environmental concerns.

Name of the Product/Service	Description of the risk/ concern	Action taken
Storage of gases and liquids automobiles, gas and oil, chemicals, textiles, etc.)	Vapour Emissions, Spillage, Leaks, Vehicle fumes Emission, Waste generation	Continuous monitoring of air quality in and around facilities to meet air quality standards
Wholesale of solid, liquid and gaseous fuels and related products		



**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)
<b>Permanent workers</b>											
Male	13	13	100%	13	100%	0	0%	0	0%	0	0%
Female	0	0	0	0	0	0	0%	0	0%	0	0%
Total	13	13	100%	13	100%	0	0%	0	0%	0	0%
<b>Other than Permanent workers</b>											
Male	224	224	100%	224	100%	0	0%	0	0%	0	0%
Female	0	0	0	0	0	0	0%	0	0%	0	0%
Total	224	224	100%	224	100%	0	0%	0	0%	0	0%

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

Benefits	FY 2022-23		Deducted and deposited with the authority (Y/N/N.A)	FY 2021-22		
	No of employees covered as a % of total employees	No of workers covered as a % of total workers		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	100%	-	Yes. Eligible employees only.	10.51%	-	Yes. Eligible employees only.
Others – please specify - Super-annuation fund	100%	-	Y	100%	-	Yes. Eligible employees only.

**3. Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. The premises / offices of the entity are accessible to 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.**

The Company has adopted an Equal Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder and provides a framework which is committed towards the empowerment of persons with disabilities. This policy aims to provide practical guidance on the management of disability issues in the workplace in accordance with the provisions of the act and its rules.

The Company has zero tolerance for harassment and discrimination of employees at the workplace. We promote a culture wherein employees can freely raise and discuss issues concerning themselves with their Superiors, or HR Managers. We have several channels through

which employees can discuss have an engagement and seek clarifications on their issues.

The Company believes in equal opportunity for all its employees, wherein the Company is committed to providing an inclusive work culture and an environment free from any discrimination. The Company values and welcomes diversity and does not treat anybody differently based on their race, sex, religion/beliefs, disability, marital or civil partnership status, age, sexual orientation, gender identity, gender expression, caring responsibilities, or any other class of person protected by laws in the country.

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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

	Yes/No (If Yes, then give details of the mechanisms in brief)
<b>Permanent workers</b>	A grievance redressal policy has been established to encourage openness, promote transparency and to encourage improvements without fear of rebuttal.
<b>Other than Permanent workers</b>	
<b>Permanent Employees</b>	The Company has a culture where employees can freely raise and discuss issues concerning themselves with their Superiors, Business Leaders or Human Resource (HR) Managers. The Company has created several channels through which employees can discuss, have an engagement and seek clarification on their issues. The employees can provide their feedback or complaints to their respective HR managers. The Company follows an open door Culture. Open Door provides an opportunity for employees to express suggestions, observations or concerns regarding the Organisation to the attention of any Manager, Human Resource or Presidents in charge. Such communications are important to meeting the needs of employees and should be welcomed by all Manager, Human Resource or Presidents in charge. Employees are encouraged to exercise the Open Door opportunity during their normal work hours. All issues discussed will be treated confidentially and impartially. Every Employee is assured that each issue, concern or suggestion will be given priority consideration and addressed in a manner best suited to resolve the matter satisfactorily.
<b>Other than Permanent Employees</b>	The Company believes in providing a safe working environment at the workplace. The Company has also complied with provisions mentioned in The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 including the constitution of an Internal Complaints Committee.

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No of employees/workers in respective category who are part of association(s) or union (B)	% (B/A)	Total employees/workers in respective category (c)	No of employees/workers in respective category who are part of association(s) or union (D)	%(D/C)
<b>Total permanent Employees</b>	<b>297</b>	<b>0</b>	<b>0.00%</b>	<b>430</b>	<b>0</b>	<b>0.00%</b>
-Male	286	0	0.00%	418	0	0.00%
-Female	11	0	0.00%	12	0	0.00%
<b>Total permanent workers</b>	<b>13</b>	<b>13</b>	<b>100%</b>	<b>17</b>	<b>17</b>	<b>100.00%</b>
-Male	13	13	100%	17	17	100.00%
-Female	0	0	0.00%	0	0	0

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		No (B)	% (B/A)	No (C)	& (C/A)		No (E)	%(E/D)	No (F)	%(F/D)
<b>Employees</b>										
-Male	<b>286</b>	<b>167</b>	<b>58.39 %</b>	<b>125</b>	<b>43.71%</b>	<b>418</b>	<b>38</b>	<b>9.09%</b>	<b>90</b>	<b>21.53%</b>
-Female	<b>11</b>	<b>11</b>	<b>100%</b>	<b>10</b>	<b>90.91%</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>297</b>	<b>178</b>	<b>59.93%</b>	<b>135</b>	<b>45.45 %</b>	<b>430</b>	<b>38</b>	<b>8.83%</b>	<b>90</b>	<b>20.93%</b>
<b>Workers</b>										
-Male	<b>13</b>	<b>7</b>	<b>53.84%</b>	<b>10</b>	<b>76.92%</b>	<b>17</b>	<b>5</b>	<b>29.41%</b>	<b>12</b>	<b>70.59%</b>
-Female	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>13</b>	<b>7</b>	<b>53.84%</b>	<b>10</b>	<b>76.92%</b>	<b>17</b>	<b>5</b>	<b>29.41%</b>	<b>12</b>	<b>70.59%</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No (B)	% (B/A)	Total (c)	No (D)	%(D/C)
<b>Employees</b>						
-Male	286	264	92.31 %	418	346	82.77%
-Female	11	11	100 %	12	12	100%
<b>Total</b>	<b>297</b>	<b>275</b>	<b>92.59%</b>	<b>430</b>	<b>358</b>	<b>83.26%</b>
<b>Workers</b>						
-Male	14	0	0	17	0	0
-Female	0	0	0	0	0	0
<b>Total</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>0</b>	<b>0</b>



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

Yes, the Company has Occupational, Health and safety Management system in place. Meeting Health & Safety standards, while delivering superior customer service is a key performance parameter within Aegis and is designed into its management processes. The Company stands committed to health & safety of its employees, especially those managing operations, and also its customers and the general public at large. From macro operations like unloading of a large LPG cargo ship to filling and leak testing of a small 2Kg LPG cylinder, the Aegis team is fully trained to ensure no compromise in safety standards of the smallest of the operations.

Aegis has established a Learning Centre in Mumbai, where regular training is carried out, using both audio-visual aids, as well as practical on the job training in the area of Health and Safety of operations.

The Company has develop performance measures & set goals to:

- Drive Continuous Improvement in all aspects of our processes.
- Institutionalise communication, learning, sharing.
- Carry out regular inspection, checks, audit and follow up.
- Provide effective HSE training to all employees.
- Recognition of good performance and replication.

In addition to monthly reviews by the management, the Company has formed a high level committee comprising of three directors and other Company executives, wherein matters concerning the subject are discussed. Safety drills are regularly carried out at all the Group's main facilities.

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

HIRA – Hazard identification & Risk assessment – implemented at our terminal (HAZOP & JSA as applicable).

**c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)-Yes**

Reporting of Unsafe Act, Unsafe Conditions and Near Misses in place. The terminal team analyses and implemented the recommended control measures.

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

The Company medical insurance covered to all employees and Family.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers		
Total recordable work-related injuries	Employees	0	0
	Workers		
No. of fatalities	Employees	0	0
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers		

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

As an organisation, we aspire to perform to the highest standards of HSE (Health, Safety and Environment), recognising that this is a duty to all our stakeholders. We are therefore committed to the protection and safeguarding of our stakeholders such as employees, contractors, customers and vendors, community and the environment.

**We are inspired by following principles:**

- HSE & Quality are core business values.
- Excellence in HSE & Quality are a precursor to sustainable business growth.
- Adoption of risk awareness, control and mitigation as proactive approach from all levels of organisation including workers.
- Compliance to all applicable legal & statutory requirements.
- A safe, healthy and pleasant work environment is a necessary condition to attract and retain good employees.

**We demonstrate our commitment by:**

- Establishing HSE & Quality as line responsibilities.
- Setting HSE & Quality assurance processes for systemic control, prevention and elimination of Hazards & strive towards our goals of zero incidents.
- Adhering to guidelines, procedures and systems consistent with sub policies.
- Following the principle of Reduce, Reuse and Recycle.

**We develop performance measures & set goals to:**

- Drive Continual Improvement in all aspects of our processes.
- Institutionalise communication, learning, sharing.
- Carry out regular inspection, checks, audit and follow up.
- Provide effective HSE training to all employees and contractors.
- Recognition of good performance and replication.
- Periodic evaluation and review of this policy.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	NIL	NIL	-	NIL	NIL	-
Health & Safety	NIL	NIL	-	NIL	NIL	-

**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.**

Reporting of Unsafe Act, Unsafe Conditions and Near Misses is a mandatory practice in terminal.

And terminal team analyse & implement the thus recommended control measures/corrective actions for avoiding the re-occurrence of same.

#### 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).**

(A) Employees: Yes

(B) Workers: Yes

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

The Company is compliant with deduction of statutory dues of employees towards income tax, provident fund, professional tax, ESIC etc. as applicable from time to time. Value chain partners (vendors) are equally responsible to comply as per the contract with the Company.

- 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	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	NA	NA
Workers	0	0	NA	NA

- 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

- 5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Applicable
Working Conditions	

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

It is a normal practice to evaluate the storage and Handling practices. The following paragraph indicates one such review.

Provision of Chilling system for Styrene Monomer during storage and loading facility to minimise risk of evaporation loss and make operation safer.

## 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 views key stakeholders as those who can be reasonably anticipated to be significantly impacted by the organisation's activities, products, or services; or whose actions can be reasonably anticipated to have an impact on the ability of the organisation to implement its strategies or achieve its objectives. This inter alia includes employees, shareholders and investors, suppliers, customers, and key partners, regulators, lenders, communities, and non-governmental organisations, amongst others. We are privileged to share a strong relationship with our stakeholders based on our deep understanding of their expectations and our commitment to fulfil them.

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

Stakeholders 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.
Communities	Yes (Some of the Company's CSR Project Beneficiaries)	CSR organisations, Direct engagement and through the Company's CSR project implementation Partners (NGO)	Frequent and need basis	Their expectation and feedback on impact/ success of CSR project. Also review scale up potentials and further engagement scope.
Investors (other than Shareholders) Shareholders	No	Investor meet, email Annual General Meeting, email, newspaper advertisement, notice board, website intimation to stock exchanges, annual/ financials	Ongoing engagement with at least one engagement on a quarterly basis	<ul style="list-style-type: none"> <li>To answer investor queries on financial performance;</li> <li>To present business performance highlights to investors;</li> <li>To discuss publicly available Company information to shareholders and investors.</li> </ul>
Employees	No	Direct contact, CEO connect and senior leadership, team engagements, SMS, Calls, Website	Ongoing	<ul style="list-style-type: none"> <li>Company follows an open door policy.</li> <li>Further to create opportunities to take employee feedback, suggestions, ideas and involve them in the delivery of the Company's commitment towards its stakeholders.</li> </ul>
Directors	No	Emails, Conference calls, Board & Committee meetings	As and when required	Statutory and Business requirement
Value chain partners	No	Supplier and dealer meets	Annual, periodic	Process refresh, Engagement, Supply chain issue

Stakeholders 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.
Customers	No	Customer meets, mailers, news bulletins, brochures, social media, website, Business interaction	Frequent and need basis	For stronger customer relationships. To enhance business. Stay in touch with them to understand the industry and business challenges and address any issues that the customers may have.
Government	No	Press Releases, Quarterly Results, Annual Reports, Sustainability / Integrated Reports, Stock Exchange filings.	As and when required	Reporting requirement, statutory compliance, support from authority and resolution of issues.

#### LEADERSHIP INDICATORS

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

The Company has always maintained that a constant and proactive engagement with our key stakeholders enabling the Company to better communicate its strategies and performance. A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders. Consultation with stakeholders on E,S and G topics are delegated to the departments within the organisation who are also responsible for engaging with stakeholders continually.

From the following fiscal year, the Company will work to further strengthen the stakeholder and board consultation process regarding ESG. The Board is actively working with employees and stakeholders to identify the materials factors and collect data on key factors impacting ESG.

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

Yes. The Board of the Company is actively working with employees and stakeholders to identify the materials factors and collect data on key factors impacting ESG.

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

The Company has identified the disadvantaged, vulnerable & marginalised stakeholders and engages with them through CSR Projects. The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of society. Kindly refer to the Corporate Social Responsibility Report and Policy for further details. The Hyperlink of the website [www.aegisindia.com](http://www.aegisindia.com).



**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)	1	66,000,000	NA	NA
Key Managerial Personnel	2	17,217,574	1	3,613,029
Employees other than BoD and KMP	284	710,099 p.a.	10	927,058 p.a.
Workers	13	548,778 p.a.	0	---

Note:

1. Managing Director is excluded from the total employees' count.
2. Includes Chief Financial Officer, Chief Executive Officer and Company Secretary
3. Salary Amount given above is the Median salary in the respective category.
4. The Company has 9 Directors including 5 Independent Directors, 3 Non-Executive Directors and 1 Executive Director. Non-executive Directors do not draw any remuneration from the Company and are paid sitting fees for attending meetings of the Board and its Committees, along with reimbursement of expenses for attending Board and Committee meetings.

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

Yes

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

All grievances are addressed as and when received by the senior Management through respective departmental heads in coordination with HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit.

The Company has also adopted Policy on Human Rights and the objective of the policy is to regard respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed.

The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. The Company believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, the Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity.

The Company also has zero tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse. As a matter of policy, the Company does not hire any employee or engage with any agent or vendor against their free will.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at work place	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.-**

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. A grievance redressal policy has also been established to encourage openness, promote transparency and to encourage improvements without fear of rebuttal.

The Company has a culture where employees can freely raise and discuss issues concerning themselves with their Superiors, Business Leaders or Human Resource (HR) Managers. The Company has created several channels through which employees can discuss, have an engagement and seek clarification on their issues. The employees can provide their feedback or complaints to their respective HR managers.

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

Yes, in certain business agreements and contracts where relevant.

**9.**

Assessments for the year:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company is in compliance with the laws, as applicable.
Forced/involuntary labour	The Company internally monitors compliance for all relevant laws and policies pertaining to these issues.
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not applicable.



### LEADERSHIP INDICATORS

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

No such grievances on Human Rights violations.

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

No such due diligence is conducted. However, Fostering a culture of caring and trust are embedded in various corporate policies like Environment, Health & Safety (EHS) Policy, Whistle-Blower policy, Protection of Women's Rights at Workplace Policy and Code of Conduct (CoC). The Company has laid down its CoC, which is applicable to Board members, senior management and employees. The objective is to be committed and vigilant towards the ethical conduct of business processes and instill a sense of ownership within the Company. All designated employees, including Board Members, adhere to the CoC and provide an annual declaration of their compliance. The Code covers all aspects of functioning, including anti-trust behaviour, information security, insider trading rules, professional engagements, use of Company assets and intellectual property, human rights, compliance with environmental regulations, health and safety, labour practices, ethical behaviour, human rights aspects, freedom of association, collective bargaining, prohibition of child labour and forced and compulsory labour. The Company is committed to treating every employee with dignity and respect.

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

Yes, most of our locations are accessible to differently-abled visitors.

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	The Company is in compliance with the laws, as applicable.
Discrimination at workplace	
Child Labour	The Company internally monitors compliance for all relevant laws and policies pertaining to these issues.
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

**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:**

<b>Parameter</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
Total electricity consumption (A)	3,55,18,68,00,00,000	4,20,04,28,20,00,000
Total fuel consumption (B)	12,02,40,00,000	5,68,80,00,000
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumption (A+B+C)</b>	<b>3,55,30,70,40,00,000</b>	<b>4,20,09,97,00,00,000</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	3,55,30,70,40,00,000 / 30,75,13,00,000 = 1,156	4,20,09,97,00,00,000 / 12,27,98,00,000 = 3421
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*No independent assessment/ evaluation/assurance has been carried out by an external agency.*

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	19710	20075
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>19710</b>	<b>20075</b>
<b>Total volume of water consumption (in kilolitres)</b>	15877	16425
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	15,877 / 30,75,13,00,000 = 0.0000005163	16,425/12,27,98,00,000 = 0.000001337
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

All the water waste generated is been treated in Effluent treatment plant.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	µg/m <sup>3</sup>	Method: USEPA TO-17 Benzene: 0.34 Toluene: 10.11 Ethyl Benzene: 3.46 Meta Para Xylene: 4.86 Ortho Xylene: 5.82	Method :USEPA TO-17 Benzene : 3.2 Toluene: 13 Ethyl Benzene: 6.6 Meta Para Xylene: 8.0 Ortho Xylene : 7.2
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Yes, independent assessment/ evaluation/assurance has been carried out by an external agency

If yes, name of the external agency- **Glen Innovation**

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

Parameter	Unit	FY 2022-23 (Current financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	NA	NA
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	NA	NA
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		NA	NA
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		NA	NA

*No independent assessment/ evaluation/assurance has been carried out by an external agency.*

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

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	NA	NA
E-waste <b>(B)</b>	NA	NA
Bio-medical waste <b>(C)</b>	NA	NA
Construction and demolition waste <b>(D)</b>	NA	NA
Battery waste <b>(E)</b>	NA (By back purchase)	NA (By back purchase)
Radioactive waste <b>(F)</b>	NA	NA
Other Hazardous waste. Please specify, if any. <b>(G)</b>	11.52	2.71
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
<b>Total (A+B + C + D + E + F + G + H)</b>	11.52	2.71

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

**Category of waste: OIL**

(i) Recycled	0.900	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>0.900</b>	<b>Nil</b>

Parameter	FY 2022-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Foam Pigs ETP Sludgs</b>		
(i) Incineration	5.38	Nil
(ii) Landfilling	6.14	2.71
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	<b>11.52</b>	<b>2.71</b>

No independent assessment/ evaluation/assurance has been carried out by an external agency.

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

NA

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NOT APPLICABLE			

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

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

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, Entity is complying with applicable environmental law/ regulations/ guidelines in India.

**LEADERSHIP INDICATORS**

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	1,52,14,59,40,00,000	1,92,72,94,20,00,000
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,52,14,59,40,00,000</b>	<b>1,92,72,94,20,00,000</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	2,03,04,08,60,00,000	2,27,31,34,00,00,000
Total fuel consumption (E)	12,02,40,00,000	5,68,80,00,000
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,03,16,11,00,00,000</b>	<b>2,27,37,02,80,00,000</b>

No independent assessment/ evaluation/assurance has been carried out by an external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – please specify level of Treatment		
(ii) To Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of Treatment		
(iii) To Seawater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

No independent assessment/ evaluation/assurance has been carried out by an external agency.

## 3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	NA	NA
<b>Total volume of water consumption (in kilolitres)</b>	NA	NA
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	NA	NA
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

*No independent assessment/ evaluation/assurance has been carried out by an external agency*

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

*No independent assessment/ evaluation/assurance has been carried out by an external agency*

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

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.	Emission reduction	The fixed roof tanks are provided with water scrubber absorption system	Reduction in emission
2.	Emission reduction	Provision of bottom loading was done for reduction of emissions	Reduction of emission
3.	Emission reduction	Retrofit Fixed Roof tanks with Emission reduction technology.	Reduction of emissions
4.	Reduction of emission	Provision of Internal Floating Roof	Reduction of emissions.

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

Yes. Business continuity plan and Disaster Management Plan (Emergency Preparedness Plan) is available.

A business continuity plan refers to an organisation's system of procedures to restore critical business functions in the event of an unplanned disaster. The disasters could include natural disasters, cyberattacks, service outages, or other potential threats. Business continuity planning (BCP) enables organisations to ensure continuity of business/ service with minimal downtime / disturbance / loss in case of emergency.

A disaster is a catastrophic situation in which suddenly, people are plunged into helplessness and suffering and, as a result, need protection, clothing, shelter, medical and social care and other necessities of life. The Disaster Management Plan is aimed to ensure safety of life, protection of Environment, protection of installation, restoration of production and salvage operations in this same order of priorities. For effective implementation of the Disaster Management Plan, it is circulated, and a personnel training is to be provided through rehearsals/drills. To tackle the consequences of a major emergency inside the terminal or immediate vicinity of the terminal, a Disaster Management Plan is formulated and document is called "Emergency Preparedness Plan".

**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 reported from any value chain partners. The Company's Code of Conduct (CoC) has been extended to vendors and service providers which covers the need for compliance with environmental regulations, health and safety, labour practices, human rights aspects, freedom of association, collective bargaining, prohibition of child labour and forced and compulsory labour, ethical behaviour, transparency in business processes and environment conservation.

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

NA

**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**

The Company was a member of four trade and industry chambers/ associations during FY 2022-23.

**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.**

<b>Sr. No</b>	<b>Name of the trade and industry chambers/ associations</b>	<b>Reach of trade and industry chambers/ associations (State/National)</b>
1.	Bombay Chamber of Commerce & Industry (BCCI)	State
2.	Indian Chemical Council	National
3.	IMC Chamber of Commerce and Industry	National
4.	Golden Maharashtra Development Council	State

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

<b>Name of Authority</b>	<b>Brief of the case</b>	<b>Corrective action taken</b>
	NIL	

Note: There is no action taken or underway against the Company on any issues related to anti-competitive conduct

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

<b>Details of public policy positions advocated by the entity</b>					
<b>Sr no.</b>	<b>Public policy advocated</b>	<b>Method resorted for such advocacy</b>	<b>Whether information available in public domain? (Yes/No)</b>	<b>Frequency of Review by Board</b>	<b>Web Link, if available</b>
<b>Not applicable</b>					

We participate in seminars, conferences organised by these associations. The Company uses the platform of the above mentioned associations to address issues that might impact our stakeholders. We encourage and participate in advocating policy level processes rather than lobbying on any specific issues.



**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.

Not applicable

Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.						
Sr.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	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: Not applicable

Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format						
Sr.	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 Rs)
Not applicable						

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

A grievance redressal policy has been established to encourage openness, promote transparency and to encourage improvements without fear of rebuttal.

The Company has a culture where employees can freely raise and discuss issues concerning themselves with their Superiors, Business Leaders or Human Resource (HR) Managers. The Company has created several channels through which employees can discuss, have an engagement and seek clarification on their issues. The employees can provide their feedback or complaints to their respective HR managers.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	NA	NA
Sourced directly from within the district and neighbouring districts	NA	NA

**LEADERSHIP INDICATORS**

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

Details of negative social impact identified	Corrective action taken
NIL	

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

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

S. No.	State	Aspirational District	Amount spent (In Rs)
NIL			

The Company has served several people belonging to the marginalised and vulnerable communities. The Company intends to serve more people belonging to aspirational districts as identified by government bodies in the coming future.

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

Yes, the Company has framed preferential procurement policy.

**a. From which marginalised /vulnerable groups do you procure?**

**b. What percentage of total procurement (by value) does it constitute?** Preference is given labour recruitment from nearby communities.

**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:**

**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**

Sr.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NIL				

NIL. The Company is not in the business of inventions, literary, musical and artistic works and symbols, names, images, and designs used in commerce, for which IP owners are granted certain exclusive rights under national IP.

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

**NIL.**

**6. Details of beneficiaries of CSR Projects:**

Sr.No	CSR Project	No. of person benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Preventive Healthcare (BIFF & Bright Welfare Society)	Cannot be ascertained	100 % of the Projects serve the beneficiaries who are from the under privileged, marginalised, vulnerable and backward community of the society.
2	Art and Culture (Sarvajanika Shree Ganesh Samithi, Shree Hariharaputra Bhajan,		
3	Rural Development (Mahul Gram Samiti)		

The Company's projects are designed to serve the beneficiaries from the under privileged, marginalised, vulnerable and backward communities of the society.

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

**ESSENTIAL INDICATORS**

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

The Company has a well enabled internal system for logging complaints for the existing customers. The Company believes in putting customer at the center of its value proposition. In order to ensure customer can easily reach us, we have established multiple lines of communications such as central helpline and email id etc; Complaints are escalated and resolved within the time bound period depending on nature of complaint.

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

	<b>As a percentage of total turnover</b>
Environmental and social parameters relevant to the product (Energy Used, Water Consumed, No. of People involve in production etc.)	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

	<b>FY 2022-23</b>		<b>Remarks</b>	<b>FY 2021-22</b>		<b>Remarks</b>
	<b>Received during the year</b>	<b>Pending resolution at end of year</b>		<b>Received during the year</b>	<b>Pending resolution at end of year</b>	
<b>Data privacy</b>						
<b>Advertising</b>	NA	NA	NA	NA	NA	NA
<b>Cyber-security</b>	NA	NA	NA	NA	NA	NA
<b>Delivery of essential Services</b>	NIL	NIL	NIL	NIL	NIL	NIL
<b>Restrictive Trade Practices</b>	NIL	NIL	NIL	NIL	NIL	NIL
<b>Unfair Trade Practices</b>	NIL	NIL	NIL	NIL	NIL	NIL
<b>Other</b>	NA	NA	NA	NA	NA	NA

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

	<b>Number</b>	<b>Reason for recall</b>
Voluntary recalls	NA	NA
Forced recalls	NA	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:**

We have framework/policy on cyber security and risks covered under data privacy. We firmly understand the loss or misuse of sensitive information, or its disclosure to outsiders, including competitors and trading partners, could potentially have a significant adverse impact on our business operations and potentially cause legal challenges in both monetary and nonmonetary terms. Considering these potential impacts on us, we have put in place information technology policies and procedures which are reviewed periodically. We also have established information technology controls like data backup mechanism, authorisation verification, etc. to protect the system.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence**

**of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

No cases were raised during the reporting year and hence no corrective actions were taken.

#### **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 of the Company can be accessed on [www.aegisindia.com](http://www.aegisindia.com)

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

The steps are taken to inform and educate consumers about safe and responsible usage of products and services by regularly updating the website.

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

The Company has well established contact mechanism with customers, through its offices as well as distributors for any disruption/discontinuation of essential services.

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

Yes, we provide product information on our website over and above what is mandated under local laws.

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

No.

**6. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along with impact
- b. Percentage of data breaches involving personally identifiable information of customers

The Company did not witness any instances of data breaches during the year.