

Date: 2nd August, 2023

To,
BSE Limited
P.J.Towers,
Dalal Street, Fort,
Mumbai – 400 001

Subject: Submission of Business Responsibility & Sustainability Report for the year 2022-2023 pursuant to Regulation 34 and all other regulations, if any, applicable of SEBI (LODR) Regulations, 2015, as amended from time to time

Dear Sir/Madam,

Pursuant to the provisions of Regulation 34 (2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”), as amended from time to time, we forward herewith the Business Responsibility & Sustainability Report (BRSR) which forms part of the Annual Report of the Company for the financial year 2022-2023.

Kindly take the above information on your record.

Thanking You,
Yours faithfully,
For Transpek Industry Limited

Alak D. Vyas
Company Secretary &
Compliance Officer
ACS: 31731



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Company Identification No.: L23205GJ1965PLC001343

Business Responsibility & Sustainability Reporting

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

(As per Regulation 34(2)(f) of SEBI (LODR) Regulations, 2015)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L23205GJ1965PLC001343
2. Name of the Listed Entity	Transpek Industry Limited
3. Year of incorporation	1965
4. Registered office address	4th Floor, Lilleria 1038, Gotri – Sevasi Road, Vadodara, 390021
5. Corporate address	4th Floor, Lilleria 1038, Gotri – Sevasi Road, Vadodara, 390021
6. E-mail	secretarial@transpek.com
7. Telephone	0265-6700300
8. Website	www.transpek.com
9. Financial year for which reporting is being done	1st April, 2022 to 31st March, 2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited
11. Paid-up Capital	Rs.558.56 Lakhs
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Alak D. Vyas, Company Secretary & Compliance Officer (O): 0265-6700300 (Extn): 328 alak.vyas@transpek.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Consolidate basis

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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	Chemical and Chemical Products	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.	Acid Chlorides	2011	100%

Operations

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

Location	Number of plants	Number of offices	Total
National	01	02	3
International	NIL	NIL	NIL

17. Markets served by the entity: National and International

a. Number of locations

Locations	Number
National (No. of states)	06
International (No. of countries)	16

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

- 87% of the total turnover of the Company.

c. A brief on types of customers

- The Company serves customers in Polymers, Agrochemicals, Pharma, Flavours and Fragrances Industries directly as well as through its distributors.

III. Employees

18. Details as at the end of Financial Year

a. Employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	281	255	90.75	26	9.25
2.	Other than Permanent (E)	23	19	82.61	4	17.39
3.	Total Employees (D+E)	304	274	90.13	30	9.87

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Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
WORKERS						
4.	Permanent (F)	248	248	100	0	0
5.	Other than Permanent (G)	18	18	100	0	0
6.	Total Workers (F+G)	266	266	100	0	0

b. Differently abled Employees and Workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	5	2	40	3	60
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	5	2	40	3	60
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	6	6	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F+G)	6	6	100	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	12	1	8.33
Key Management Personnel	2	0	0

20. Turnover rate for permanent employees and workers: (disclose trends for past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in the previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.49%	6.67%	16.16%	7.25%	13.04%	20.29%	9.42%	9.09%	18.51%
Permanent Workers	0.38%	0.00%	0.38%	0.40%	0.00%	0.40%	0.78	0.00%	0.78%

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

21. (a) 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 listed entity? (Yes/No)
1.	Transpek Creative Chemistry Private Limited	Wholly Owned Subsidiary	100	N.A.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013 : Yes
(ii) Turnover (in Rs.): 826.89 Crores
(iii) Net worth (in Rs.): 403.38 Crores

VII. Transparency and Disclosure Compliances

23. Complaints/Grievances on any of the principles (Principles 1-9) 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 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.transpek.com/contact-us/	0	0	-	0	0	-
Investors (other than shareholders)	https://www.transpek.com/contact-us/	0	0	-	0	0	-
Shareholders	investorrelations@transpek.com ; and https://scores.gov.in/scores/Welcome.html	32	0	All complaints were resolved	27	0	All complaints were resolved

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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 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	https://www.transpek.com/policies-and-other-information/	0	0	-	0	0	-
Customers	https://www.transpek.com/contact-us/	0	0	-	0	0	-
Value Chain Partners	https://www.transpek.com/contact-us/	0	0	-	0	0	-
Others (please specify)	https://www.transpek.com/contact-us/	0	0	-	0	0	-

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

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

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.	Safety	Risk	Accident and injury can affect productivity, integrity and moral.	Achieve zero accident, increase trainings and awareness, good manufacturing practices. Regular review of safety risk and mitigation plans by Risk Management Committee and Board. Continuous	Negative

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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)
				safety improvement initiatives are taken. Structured process safety management in place.	
2.	Environment	Risk	Pollution due to manufacturing of chemicals, planning for reduction of carbon emissions	Reductions planned through energy conservation activities, sourcing energy from renewable resources.	Negative
3.	CSR	Opportunity	Developmental projects to create a positive impact and improve community relations.	Impacting neighboring communities through programmes like skill development, health and awareness programmes, special education programme	Positive
4.	Resource Conservation	Opportunity	Planning for reduction of pollution and carbon emissions	Use of alternate and renewable source of energy. Conducting various energy conservation activities. Reuse and Recycle materials to conserve natural resource.	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.

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

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P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs (Yes/No)	Yes							
	b.	Has the policy been approved by the Board? (Yes/No)	Yes							
	c.	Web-link of the policies, if available	https://www.transpek.com/policies-and-other-information/							
2.		Whether the entity has translated the policy into procedures. (Yes/No)	Yes							
3.		Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, wherever applicable.							
4.		Names 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.	QMS ISO 9001:2015, EMS ISO 14001:2015, OHSMS ISO 45001:2018 and EnMS ISO 50001:2018. Ecovadis Silver Rating and Responsible Care							
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes							
6.		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles are reviewed periodically by the Senior Management.							

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	<ul style="list-style-type: none"> The Company is committed to integrate its Environmental, Social and Governance (ESG) principles into its businesses for improving the quality of life of the community it serves. Environmental aspects cover Climate, Natural resources, Bio-diversity, Waste Water Management etc. The Company has established policies for Safety Health and Environment (EHS). The Company is committed to conduct beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair. The Company also operates and contributes to inclusive development of the neighboring community. Apart from this, the Company has its separate policy for code of conduct, Whistle Blower Policy and POSH. The Company has also received an award from Government of India for energy conservation activities carried out by it. 								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Shri Bimal V. Mehta, Managing Director and Shri Avtar Singh, Joint Managing Director jointly.								
9. Does the entity have a specified committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes. The Board from time to time reviews the implementation of policy and provides valuable direction and guidance to the management to ensure that safety and sustainability points are duly addressed in business aspects.								
10. Details of review of NGRBCs by the Company									
Subject for Review	Indicate whether review was undertaken by the 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
	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Review is undertaken by the Board from time to time. Their suggestions are incorporated by making necessary changes in the procedures. Review frequency is annually.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the statutory requirements as applicable and a Compliance Certificate on applicable laws is provided by the Managing Director, Joint Managing Director and Company Secretary. Review frequency is half yearly.								

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11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.
- | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| P | P | P | P | P | P | P | P | P |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
- Yes. Review done during ISO Audit & other certification.

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

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 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	0	0	0
Key Managerial Personnel	3	Code of Conduct, POSH Training, ISO Training	100
Employees other than BOD and KMPs	277	Code of Conduct, POSH Training, ISO Training	100
Workers	248	Several safety trainings and POSH Trainings	100

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity’s website):

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

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Non-Monetary

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

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

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

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

Yes, the Company does have the Anti Corruption Policy. This policy is available on <https://www.transpek.com/policies-and-other-information/>

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

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

IV. Details of complaints with regard to conflict of interest

	FY 2022-2023 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	-	0	-

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- V. 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: N.A.

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
00	-	0.00%

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 for the same:

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or body corporate, firms, NGO's or other association of individuals including the shareholding. Further, a declaration is also taken annually from Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or association they have, does not involve any conflict of interest with Company's operations and their role as Director of the Company. In the Audit Committee and the Board Meetings, the Directors abstain from participating in the items in which they are interested or concerned. For identifying and tracking conflict of interest of directors, the Secretarial team maintains a database of the Directors and the entities in which they are interested. The list is shared with the Accounts, Finance and Marketing Department for ensuring proper safeguards for related party transactions and to seek prior approval of the Committee and the Board of Directors.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	Rs.128.50 Lakhs	Rs.38.50 Lakhs	Energy Conservation Activities.

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2.
 - a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes.
 - b. If yes, what percentage of inputs were sourced sustainably? 90% to 95%
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-Waste (c) Hazardous waste and (d) other waste
 - a) Plastics (including packaging): Plastic packaging material, composite HDPE drums which contaminated is disposed to the GPCB authorised vendor.
 - b) E-waste: The E-waste generated in-house is handed over to GPCB authorised vendors for safe disposal.
 - c) Hazardous waste: Hazardous waste is sent to TSDF for disposal, CHWIF or own incineration as per SPCB guideline and for pre-processing/ co-processing.
 - d) Other waste: None
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 the Pollution Control Boards? If not, provide steps taken to address the same. Yes. The waste collection plan is in line with the Extended Producer Responsibility (EPR) Plan submitted to the Pollution Control Board.

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 products/ 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
-	-	-	-	-	-

2. If there are any significant social or environmental concerns and/or risks arising out of 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

Name of Product/Service	Description of the risk/concern	Action Taken
-	-	-

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Sulphur Dioxide	2.52%	2.74%

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

	FY 2022-2023			FY 2021-2022		
	Current Financial Year			Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	76.61 MT	0	0	88.41 MT	0
E-waste	0	2.77 MT	0	0	1.23 MT	0
Hazardous Waste	0	0	317.29 MT	0	0	317.80 MT
Other waste	0	0	1481.30 MT	0	0	1311.74 MT

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

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

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

Essential Indicators

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	255	255	100	255	100	0	0	0	0	0	0
Female	26	26	100	26	100	26	100	0	0	0	0
Total	281	281	100	281	100	26	100	0	0	0	0
Other than Permanent Employees											
Male	19	19	100	19	100	0	0	0	0	0	0
Female	4	4	100	4	100	4	100	0	0	0	0
Total	23	23	100	23	100	4	100	0	0	0	0

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	248	248	100	248	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	248	248	100	248	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	18	18	100	18	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	18	18	100	18	100	0	0	0	0	0	0

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

Benefits	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	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/NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	47%	22%	Y	42%	0%	Y
Others – Please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

- Does the entity have an equal opportunity as per the rights of the persons with Disability Act, 2016? If so, provide web link to the policy? **No.**
- Return to work and retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees Return to work rate	Retention rate	Permanent Workers Return to work	Retention Rate
Male	0	0	0	0
Female	2	100	0	0
Total	2	100	0	0

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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. Details are as under**

	Mechanism in brief
Permanent Employees	Grievance is received either through email, letter or in person. Grievance redressal committee registers the complaint, investigates the complaint by gathering data, validating, analyzing the data and thereafter give their observation and recommendations. These are reviewed by the Managing Director. If needed, matter can be taken up before the Audit Committee and Board of Directors.
Other than permanent employees	
Permanent Workers	
Other than permanent workers	

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

Category	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or union (B)	% (B/A)	Total employees/workers in respective category, (C)	No. of Employees/workers in respective category, who are part of association(s) union (D)	% (C/D)
Total Permanent Employees	281	0	0.00	280	0	0.00
- Male	255	1	0.39	259	1	0.38
- Female	26	0	0.00	21	0	0.00
Total Permanent Workers	266	266	100	248	248	100
- Male	266	266	100	248	248	100
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers

Category	FY 2022-2023 Current Financial Year					FY 2021-2022 Previous Financial Year				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		% (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	255	255	100	186	72.94	259	259	100	259	100
Female	26	26	100	16	61.52	21	21	100	13	61.90
Total	281	281	100	206	73.31	280	280	100	272	97.14
Workers										
Male	266	266	100	266	100	248	248	100	248	100
Female	0	0	0	0	0	0	0	0	0	0
Total	266	266	100	266	100	248	248	100	248	100

Business Responsibility & Sustainability Reporting...

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

Category	FY 2022-2023			FY 2021-2022		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	255	255	100	259	259	100
Female	26	26	100	21	21	100
Total	281	281	100	280	280	100
Workers						
Male	266	266	100	248	248	100
Female	0	0	0	0	0	0
Total	266	266	100	248	248	100

10. Health and Safety Management system

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

Yes. The Occupational health and safety management system covers activities at factory premises and corporate office, ensuring the health and safety of employees, contractors, visitors and relevant stakeholders.

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

The Company has put in place a robust framework for managing risk factors in technical and commercial areas to prevent incidents, injuries, occupational disease etc. Considering the hazards associated with hazardous chemicals being used, the Company carries out Risk Assessment, HIRA Study, dispersion modelling, change management, pre-start up safety review, process safety management; HAZOP Study of the risk factors and reviews regularly. The Company also has a Risk Management Committee of Directors which oversees the Risk factors and the mitigating actions to mitigate the risks involved. Their suggestions and recommendations are implemented by the Company in its factory premises to ensure that risks are minimized

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

Yes. The Company's factory premises has a specific procedure to report work-related hazards, injuries, unsafe condition and unsafe act. The employees are encouraged to report near miss incidents through a register. These are compiled by a team of experts.

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

Business Responsibility & Sustainability Reporting...

11. Details of Safety Related Incidents, in the following format

Safety Incident/ Number	Category	FY 2022-2023		FY 2021-2022	
		Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
Lost time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employees	00	00	00	00
	Workers	0.68	0.59	0.68	0.59
Total recordable work-related injuries	Employees	00	01	00	01
	Workers	02	01	02	01
No. of fatalities	Employees	00	00	00	00
	Workers	00	00	00	00
High consequence work related injury or ill health (excluding fatalities)	Employees	00	00	00	00
	Workers	00	00	00	00

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

The Company is committed to continuously implement Environment, Health and Safety (EHS) practices through constant improvements. It is monitored at Board level by all the Directors of the Company. The Company reviews and monitors sustainability, safety, risk factors, health and environment activities regularly. The Company also places a strong emphasis on ensuring occupational health and safety of the employees and surrounding population and has very effective safety management systems in place. The Company is taking many steps towards carbon emission reduction through energy conservation and using renewable energy source. A fully functional Occupational Health Centre (OHC) with 24 x 7 paramedical staff, day time Factory Medical Officer and adequate medical facilities are present at the manufacturing site. The Company has tied up with specialised hospitals to treat employees as and when required. In its continuous endeavour for improved safety practices, the Company is targeting zero accidents and incidents at its site and is working on aligning its existing procedures to meet the said target.

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

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

Business Responsibility & Sustainability Reporting...

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 and safety practices and working conditions: by giving training, indicative and preventive mechanical and electrical systems in place. Safety stewards are also appointed to make employees aware of safety and to spot potential threat/risk and to take corrective action for its prevention.

Leadership Indicators

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

Yes. The Company has Group Term Life Insurance Policies for its Employees and Workers wherein the deceased employee and worker is entitled for 120 times of his/her basic pay in the event of death.

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

Company regularly monitors remittance of statutory dues by value chain partners and periodic checks are being conducted through Internal Audit. We also collect proofs from them for such deposits made.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Employees	0	0	0	0
Workers	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): No. However, many employees are given opportunity to continue on contractual/retainership basis as per the need of the Company.

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	100%
Working conditions	100%

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

Business Responsibility & Sustainability Reporting...

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
The Company has identified various stakeholders. Presently, they include Employees, Shareholders, Customers, Communities, Suppliers and Vendors.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, Website and Newspapers	Quarterly	Business Performance, Capex plans, growth prospects, Earnings calls.
Employees	Yes. Some Employees	Email, Website, Notice Board	Periodically. It is an ongoing process.	Training and awareness, Policies, Responsible Care, strategies, business discussions.
Customer	No	Email and Website	Periodically. It is an ongoing process.	Product quality, business discussions, growth prospects, manufacturing process, ESG practices.
Suppliers	No.	Email and Website	Periodically. It is an ongoing process.	Quality of product, delivery schedule, payments, ESG practices.
Government	No.	Email and Website	Periodically. It is an ongoing process.	Compliances, policy formation, changes in regulatory frameworks, Business discussions, issues faced during business operations.
Communities	No	Email, Website and physical discussion	Periodically. It is an ongoing process.	Support of village in Waste Management, CSR practices, community development, livelihood support.

Business Responsibility & Sustainability Reporting...

Leadership Indicators

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

The Management of the Company regularly interacts with the stakeholders and accordingly takes actions based on its policies. Updates on such discussions are being shared to the Board of Directors of the Company which takes notes on the inputs given to them.

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 through community interaction with the stakeholders, the Company engages in identifying and prioritizing the issues pertaining to economic, environmental and social topics.

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

The Company follows an extensive development approach which specifically targets the vulnerable and marginalized stakeholders. The Company engages with such community in its surroundings and conducts a need assessment whereby their aspirations for better education, health care, better livelihood opportunities are being understood. The Company also recruits, Trainees, Apprentices from local areas to support them for better livelihood and well-being.

The Company's CSR activities have a wide focus on these aspects and are determined for their growth and development through various programmes on a continuous basis. Programmes like Vocational Training Centre and Beauty Parlor course has gathered appreciation among the local communities.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-2023			FY 2021-2022		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. of employees workers covered (B)	% (B/A)	Total (C)	No. of Employees/ workers covered (D)	% (D/C)
Employees						
Permanent	281	281	100	280	280	100
Other than permanent	0	0	0	0	0	0
Total Employees	281	281	100	280	280	100
Workers						
Permanent	266	266	100	248	248	100
Other than permanent	0	0	0	0	0	0
Total Workers	266	266	100	248	248	100

Business Responsibility & Sustainability Reporting...

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

Category	FY 2022-2023					FY 2021-2022					
	Current Financial Year					Previous Financial year					
	Total	Equal to		More than		Total	Equal to		More than		
	(A)	Minimum Wage		Minimum Wage		(D)	Minimum Wage		Minimum Wage		
	Number	%	Number	%		%	Number	Number	%	%	
	(B)	(B/A)	(C)	(C/A)		(E)	(E/D)	(F)	(F/D)	(F/D)	
Employees											
Permanent											
Male	255	0	0	255	100	259	0	0	259	100	
Female	26	0	0	26	100	21	0	0	21	100	
Other than Permanent											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Workers											
Permanent											
Male	266	0	0	266	100	248	0	0	248	100	
Female	0	0	0	0	0	0	0	0	0	0	
Other than Permanent											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	

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)	11	16,80,000/-	1	16,80,000/-
Key Managerial Personnel	2	35,80,833/-	0	-
Employees other than BoD and KMP	251	5,43,971/-	26	5,43,971/-
Workers	266		0	

Business Responsibility & Sustainability Reporting...

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

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

Grievance is received either through email, letter or in person. Grievance redressal committee registers the complaint, investigates the complaint by gathering data, validating, analyzing the data and thereafter give their observation and recommendations. These are reviewed by the Managing Director. If needed, the matter can be taken up before the Audit Committee and Board of Directors.

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

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

Through Whistle Blower Policy and POSH policy, the Company strictly maintains protection of identity of the complainant. All such matters are dealt confidentially. As part of the Company's Code of Conduct and Ethics, the Company does not tolerate any form of retaliation or revenge against anyone reporting legitimate concerns.

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

9. Assessments for the year

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

Business Responsibility & Sustainability Reporting...

10. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 9 above. No assessment concerns at question 9.

Leadership Indicators

- Details of a business process being modified/ introduced as a result of addressing human rights grievances/ complaints.
No grievance on Human Rights violation has been recorded.
- Details of the scope and coverage of any Human rights due diligence conducted.
No Human rights due diligence has been conducted.
- 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.**
- Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/ Involuntary Labour	0%
Wages	0%
Others- please specify	0%

As part of their contract/purchase order, the Company obtains declaration from them for following code of conduct. In case on non-adherence to code of conduct, the Company does not renew their contract and ends its association.

5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above.
As mentioned above, a declaration for adherence to code of conduct is obtained from them. Consequences of non-adherence are communicated to them.

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 **(in Joules)**

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Total electricity consumption (A)	61210	57504
Total fuel consumption (B)	215727	153203
Energy consumption through other sources (c)	0	0
Total energy consumption (A+B+C)	276937	210707
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000033	0.000035
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

Business Responsibility & Sustainability Reporting...

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

- Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of 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/NA
- Provide details of the following disclosures related to water, in the following format

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Groundwater	233668	250951
(iii) Third party water	0	0
(iv) Seawater/ desalinated water	0	0
(v) others	0	0
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	233668	250951
Total volume of water consumption (in kilolitres)	233668	250951
Water intensity per rupee of turnover (water consumed/ turnover)	0.000028	0.000042
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. Yes. Water Audit Study Report (as per the guidelines of CGWA, Ministry of Jal Shakti) a unit carried of National Productivity Council.

- Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. No.
- Please provide details of air emissions (other than GHG emissions) by the entity, in the following format

Parameter	Please specify unit	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
NO _x	ppm	10.76	8.24
SO _x	ppm	13.73	14.97
Particulate matter (PM)	mg/Nm ³	42.27	50.30
Persistent organic pollutants (POP)	-	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	-	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	-	Not Applicable	Not Applicable
Others – please specify	-	Not Applicable	Not Applicable

Business Responsibility & Sustainability Reporting...

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

Yes, the company carried out monthly monitoring from NABL approved Lab M/s. Kadam Environmental Consultants also environmental audit conducted every year through GPCB nominated third party schedule II Auditor.

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

Parameter	Unit	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
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	24563.82	17576.41
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	13710.26	12723.42
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.0000046	0.0000051
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	NA	NA

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

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details. **No.**

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

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	76.61	88.41
E-waste (B)	2.77	1.23
Bio-medical waste (C)	10.64	5.11
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any (G)	1933.24	1985.72
Other Non-hazardous waste generated (H). Please specify, if any (Break up by composition i.e. by materials relevant to the sector)	80 (approx.) (Gardening waste,	90 (approx.) (Gardening waste,

Business Responsibility & Sustainability Reporting...

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
	construction waste, canteen waste, etc.)	construction waste, canteen waste, etc.)
Total (A+B+C+D+E+F+G+H)	2103.26	2170.47
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	79.38	89.64
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	79.38	89.64
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	317.29	317.80
(ii) Landfilling	1481.30	1311.74
(iii) Other disposal operations	134.65	356.18
Total	1933.24	1985.72

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

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

The Company's processes are designed to conserve all resources and minimize waste generation and damage to natural systems. It believes in delivering sustainable products through efficient processes which are safe for our employees and environment. We use bio filter waste-water treatment technology to treat effluents and sewage water. In-house incinerator facility is also available to incinerate solid waste generated within the Company. We have self-sustained water source of borewell with rain-water recharge system. The Company also carries out recycling of processed by-products as raw materials as well as recycling of waste as co-processing for cement kiln.

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

Business Responsibility & Sustainability Reporting...

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.
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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
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Not Applicable

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

Sr. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ Action taken by the regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not Applicable

Leadership Indicators

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

Parameter	(in Joules)	
	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	205084	148814
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	205084	148814
From non-renewable sources		
Total electricity consumption (D)	61210	57504

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Parameter	(in Joules)	
	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Total fuel consumption (E).	10643	4390
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	71853	61893

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

2. Provide the following details related to water discharged

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Water discharge by destination and level of treatment in (kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	53746 (as per GPCB Norms to VECL)	53915 (as per GPCB Norms to VECL)
(iv) Sent to third- parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	4873 (water used for gardening)	4662 (water used for gardening)
Total water discharged (in Kilolitres)	58619	58577

Business Responsibility & Sustainability Reporting...

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

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

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

(i) Name of the area : Taluka, Padra, Dist: Vadodara

(ii) Nature of operations : Manufacturing

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

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(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
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (water consumed/turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA

Business Responsibility & Sustainability Reporting...

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
(iv) Sent to third- parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in Kilolitres)	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. Yes. M/s. Kadam Environmental Consultants.

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

Parameter	Unit	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Total Scope 3 emissions (Break-up of the CHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not available	Not available
Total Scope 3 emissions per rupee of turnover	-	Not available	Not available
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	Not available	Not available

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

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

The Company monitors the water quality and air quality on a regular basis as per the environmental norms and regulations.

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:

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Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Waste-Water Management	Rain-water harvesting, treatment of waste water and reusing it for manufacturing process.	Conservation of resources
2.	HHO Brown's Gas	Source of new energy, reduction of emission	Conservation of natural resources

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web-link.
The management of Transpek Industry Limited is committed to the establishment and maintenance of action plans to meet any crisis for the purpose of fulfilling the objectives of business continuity, quality, health, safety and environment management systems as adopted by us. It's essential to plan thoroughly to protect the company from the impact of potential crises - from fire, flood, cyclone, bomb threat etc., planning is very important for business to cope easily in a crisis.
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 impact.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. None.

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.
- b. List of 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.	Federation of Gujarat Industries	
2.	Indian Chemical Council	
3.	Chemexcil	
4.	Exim India	National
5.	Vadodara Chamber of Commerce and Industry	
6.	Pesticides Manufacturers & Formulators Association of India	
7.	Baroda Management Association	

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.

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

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Leadership Indicators:

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by Board (Annually/ Half Yearly/ Quarterly/ Others – Please specify)	Web Link, if available
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Not Applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators:

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

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain	Relevant Web link
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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:

Sr. No.	Name of project for which R&R	State	District	No. of Project is ongoing	Affected Facilities (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
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Not Applicable

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

Company interacts regularly with local community leaders and due to Company's focus on ensuring well being of surrounding community, no grievance has been received.

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

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Directly sourced from MSMEs/small producers	60%	50
Sourced directly from within the district and neighbouring districts	70%	70%

Leadership Indicators:

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

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Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
1.	Gujarat	Narmada	Rs.4,92,450/-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) No
 (b) From which marginalized/vulnerable groups do you procure? NA
 (c) What percentage of total procurement (by value) does it constitute? - NA
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shares (Yes/No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Health & Hygiene	1085	100% beneficiaries from Rural and Tribal areas
2.	Awareness Programmes	9037	100% beneficiaries from Rural and Tribal areas
3.	Anganwadi Development	2596	100% beneficiaries from Rural and Tribal areas
4.	Lakhpati Kisan Yojana	500 farmers envisaged	100% beneficiaries from Rural and Tribal areas
5.	Special Teaching Programme	183	100% beneficiaries from Rural and Tribal areas
6.	Vocational Training Programme	70	100% beneficiaries from Rural and Tribal areas
7.	Value and Life Skill Education	150	100% beneficiaries from Rural and Tribal areas

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

Essential Indicators:

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
The Company receives customers complaints through email, letters and phone. Complaints are escalated and resolved within time bound period as per IMS Policy of the Company.
- Turnover of products and services as a percentage of turnover from all products/service that carry information about:

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

- Number of consumer complaints in respect of the following:

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data Privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	2	Safety issues
Forced recalls	0	0

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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 available at <https://www.transpek.com/wp-content/uploads/2023/06/Policy-on-Information-Technology.pdf>
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services. Not Applicable

Leadership Indicators:

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available). The information on products and services of the entity can be accessed at www.transpek.com.
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Through MSDS sheets/product brochures, trainings are provided to customers as a part of the product safety and services.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential service.
The Company informs through email and phone calls.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
Yes. Our product labels are very detailed and carry information about Hazards and safe handling. Address and contact number of manufacturing site is mentioned on labels together with product being transported. Details of expert for 3rd party help in any incident are also provided.
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact - NIL
 - b. Percentage of data breaches involving personally identifiable information of customers - NIL