



Grauer & Weil (India) Limited

CHEMICALS | ENGINEERING | PAINTS | LUBE | REAL ESTATE

Date : 18-07-2023

To,
The Deputy General Manager,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400001

Reg. : Security Code No. 505710

Sub. : Filing of Copy of Business Responsibility And Sustainability Report for Financial Year ended 31st March, 2023

Dear Sir,

With reference to above and as required under the Exchange notice no. 20220-712-36 dated July 12, 2022, Attached herewith the copy of Business Responsibility And Sustainability Report of the Company for the Financial Year ended 31st March, 2023.

Kindly find the same in order and acknowledge.

Thanking you,

Yours faithfully,

FOR GRAUER & WEIL (INDIA) LIMITED

CHINTAN K. GANDHI
COMPANY SECRETARY



**ANNEXURE 'D' : TO DIRECTORS' REPORT
BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**

[Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India
(Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE ENTITY

Sr. No.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L74999MH1957PLC010975
2.	Name of the Entity	Grauer and Weil (India) Limited
3.	Year of incorporation	1957
4.	Registered office address	Akurli Road, Kandivli (East), Mumbai, Maharashtra – 400101, India
5.	Corporate address	Akurli Road, Kandivli (East), Mumbai, Maharashtra – 400101, India
6.	E-mail	secretarial@growel.com
7.	Telephone	022 - 66993000 022 - 66993010
8.	Website	www.growel.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	The Equity Shares of the Company is listed on BSE Limited under Security Code No. 505710 and is permitted to trade on the National Stock Exchange of India Limited (NSE) under 'Permitted to trade' category with Scrip symbol : GRAUWEIL
11.	Paid-up Capital	Rs. 22,67,05,750/- (Comprising of 22,67,05,750 Equity Shares of Re. 1/- each.)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Nirajkumar More Designation: Managing Director Email: niraj.more@growel.com Telephone: 022 - 66993000
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).	The disclosure under this report is on standalone basis for the Company, unless otherwise specified.

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	Surface Finishing : Chemicals, Paints and Lubricant products Engineering plants and equipment	96.28%

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.	Surface Finishing	20119, 20221 & 19201	86.04%
2.	Engineering	28222	10.24%

III. OPERATIONS

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

Location	Number of Plants	Number of offices	Total
National	8	40	48
International	0	1	1

The Company presently has its manufacturing facilities in Dadra (Dadra and Nagar Haveli – U.T.) (4 Plants), Vapi (Gujarat), Barotiwala (Himachal Pradesh), Samba (Jammu & Kashmir – U.T.), Pune (Maharashtra) besides Mall at Kandivli (Mumbai). Further, The Company has 40 branch offices in India and 1 international branch office in Dhaka, Bangladesh.

17. Markets served by the entity:**a) Number of locations**

Locations	Number
National (No. of States)	28 states and 8 Union territories
International (No. of Countries)	52

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	6.47%
--	-------

c) Type of Customers

A brief on types of Customer	The Company caters to a wide range of customers, including industrial manufacturers, engineering and infrastructure companies, the electroplating and metal finishing industry. The products and solutions are utilized in various sectors such as automotive, aerospace, electronics, construction etc. With its diverse customer base, the Company meets the unique requirements of different industries across India.
------------------------------	--

IV. EMPLOYEES**18. Details at the end of the year of financial year:****a) Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	845	743	87.92%	102	12.07%
2.	Other than Permanent (E)	38	35	92.10%	3	7.89%
3.	Total employees (D + E)	883	778	88.10%	105	11.89%
Workers						
1.	Permanent (F)	18	18	100%	-	-
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total workers (F + G)	18	18	100%	-	-

b) Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees and Workers						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	-	-	-	-	-

19. Participation / Inclusion / Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel*	3	-	-

* Key Managerial Personnel includes Managing Director, who is part of Board of Directors.

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

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.26%	2.67%	17.93%	12.80%	1.99%	14.79%	8.00%	1.00%	8.85%
Permanent Workers	11.11%	-	11.11%	5.56%	-	5.56%	7.00%	-	7.00%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1.	Grauer & Weil (Shanghai) Limited [in China]	Subsidiary	100%	No
2.	Growel Chemicals Co. Limited [in Thailand]	Subsidiary	100%	No
3.	Kantrees Automation Systems Private Limited	Subsidiary	100%	No
4.	Grauer & Weil Engineering Private Limited*	Associate	29.99%	No
5.	Growel Sidasa Industries Private Limited*	Associate	49.80%	No

* During the year under review, shareholders of Grauer & Weil Engineering Private Limited and Growel Sidasa Industries Private Limited passed resolution for striking off name of the Companies from Registrar of Companies (ROC).

VI. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

22.	Requirement	Response
	Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes / No)	Yes
	Turnover (in Rs.)	Rs. 97,610 Lacs
	Net worth (in Rs.)	Rs. 67,921 Lacs

The highlights of CSR activities are reported in 'Annexure C' of Director's Report.

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	4	1	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	20	-	-	16	-	-
Value Chain Partners	Yes	-	-	-	-	-	-

Weblink: <https://growel.com/ar2023.pdf>

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.	GHG Emissions	Risk & Opportunity	<p>Risk:</p> <p>a. Regulatory Compliance: The Regulations around GHG emissions are becoming stricter in many regions globally.</p> <p>b. Project Constraints: GHG emissions can impose various project constraints and limitations.</p> <p>Opportunity:</p> <p>a. Sustainable Solutions: By integrating low-carbon technologies, energy-efficient designs and renewable energy systems, Companies can gain a competitive advantage by offering innovative and sustainable options to clients.</p> <p>b. Cost Savings: Reducing GHG emissions often goes hand in hand with energy efficiency measures.</p> <p>c. Carbon Market Participation: Companies can explore in carbon markets to create new revenue streams and diversify business, including Green Infrastructure.</p>	<ul style="list-style-type: none"> Implementation of a comprehensive environmental management system (EMS). Using of low-carbon technologies and practices and integrating environmentally friendly technologies, techniques and materials. 	<ul style="list-style-type: none"> Carbon Pricing and Taxes: Carbon pricing mechanisms such as carbon taxes or cap-and-trade systems impose a financial cost on companies based on their GHG emissions. Compliance Costs: Regulatory requirements related to GHG emissions lead to additional compliance costs for businesses, failure of which may result in fines or penalties.
2.	Air Quality	Risk	<p>a. Company is operating in regions with strict air quality Regulations.</p> <p>b. Poor air quality can have adverse health effects on workers, nearby communities, and ecosystems.</p>	The Company has Installed emissions monitoring systems to accurately measure and track pollutants emitted from its operations.	Compliance Costs: Failure to comply with these Regulations can result in fines, penalties or legal actions, leading to financial liabilities.
3.	Water Management	Risk	<p>a. Regulatory Compliance: Water management Regulations are becoming increasingly stringent, requiring companies to adhere to strict standards for wastewater treatment, discharge, and waste disposal.</p> <p>b. Resource Scarcity: Water scarcity is a growing concern globally. Insufficient access to water resources can disrupt operations and supply chains.</p> <p>c. Poor water management and treatment can have adverse health effects on workers, nearby communities, and ecosystems.</p>	<ul style="list-style-type: none"> We have implemented advanced wastewater treatment, pollution prevention, recycling programs and employee are undertaking training. We address resource scarcity through conservation measures, re-use of waste water through treatment. 	<ul style="list-style-type: none"> Compliance Costs: Failure to comply with these Regulations can result in fines, penalties or legal actions, leading to financial liabilities. Cost of Water Usage: Cost of water can vary depending on geographic location and local regulations. Water scarcity is a growing concern globally may lead to increased cost of water consumption.

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)
4.	Waste and Hazardous Materials Management	Risk	Mismanagement of hazardous materials can jeopardize the well-being and safety of employees, while also resulting in considerable environmental harm, including contamination of soil and water.	<ul style="list-style-type: none"> The Company has put in place waste management plans that adhere to regulatory requirements. The company ensures employees receive training on appropriate handling, storage, and disposal methods for hazardous materials. Preventive measures, including proper storage containers, labeling, and providing necessary personal protective equipment (PPE), have been implemented. 	<ul style="list-style-type: none"> Waste Disposal Costs: Improper management of waste and hazardous materials can lead to higher disposal costs. Companies may incur expenses for proper storage, transportation, treatment, and disposal of these materials. Costs can vary depending on the type of waste, its volume, and the chosen disposal method. Insurance Premiums: Companies involved in handling hazardous materials may need to maintain specific insurance coverage to protect against potential liabilities. Insurance premiums can be influenced by a company's waste management practices and compliance history. Poor waste management practices may result in higher insurance premiums or difficulty obtaining coverage.
5.	People Strength and Development	Opportunity	At the core of our success and sustainable growth trajectory are our people. Our talented and dedicated team plays a vital role in driving our success and achieving our business goals. Their deep domain expertise, technical skills and innovative thinking enable us to develop and deliver value-added products, maintain quality that meets the exact standards and needs of our customers.	NA	Positive - Efforts in ensuring the skill development of the workforce will lead to a more efficient workforce and improved productivity of the Company.
6.	Community Development	Opportunity	The acceptance and support of the community in which our businesses operate are indispensable to our success. Engaging in community development initiatives helps establish us as a Company that cares, has a rich legacy of over 65 years and looks at business beyond profitmaking to fostering trust.	NA	Positive - Community development programmes result in better image of the Company and better brand value, resulting in positive financial impact.
7.	Supply chain Efficiency and Logistics Management	Opportunity	Complex and interconnected supply chains to source raw materials, manufacture products and deliver them to customers are an important part of our operations. Efficient supply chain management is thus crucial for ensuring uninterrupted operations, timely delivery and cost optimisation.	NA	Positive - Effective supply chain management results in reduced time and cost of transportation and ensures material availability at right time, which leads to positive financial impact.

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)
8.	Customer Relationships	Opportunity	In a rapidly evolving and highly competitive operating environment, the growth of our business is intricately tied to our customer base. Strengthening our relationships with customers is, therefore, a crucial aspect that can profoundly influence our value-creation capabilities.	NA	Positive - A structured and transparent relationship with customers has the potential to expand business in both the short and long run, resulting in a sustainable and lucrative business.
9.	Growth and Profitability	Opportunity	Maintaining a leading financial performance, characterised by robust growth and profitability, is crucial for sustaining investor confidence in our Company. It also enables us to pursue comprehensive value creation for all stakeholders. By navigating these market dynamics, we aim to preserve our standing within the industry and foster positive relationships with our customers, investors and society as a whole.	NA	Positive - A systematic approach in investment in future opportunities and financial allocation will result in sustainable growth.

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.

Sr. No.	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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c) Web Link of the Policies, if available	All the enlisted policies can be accessed at https://growel.com/subpage/Policy								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, The Company has translated the policies into procedures.								
3.	Do the enlisted policies extend to your value chain partners? (Yes / No)	Not all the enlisted policies may extend to our value chain partners. We wish to clarify that while the Company is committed to upholding the highest standards of ethical and sustainable business practices, our policies and practices are limited to our own operations and do not extend to our value chain partners. The Company ensures that its suppliers / contractors comply with the law of the land by getting such clauses incorporated in their respective contracts / agreements and terms and conditions of the tenders.								
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 adopted several national and international standards to ensure compliance with responsible business practices. These standards include ISO-9001, ISO-14001 and ISO-45001. These standards are mapped to various principles of the Business Responsibility and Sustainability Reporting (BRSR) framework to ensure the highest level of compliance.								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any .	The Company has not set any specific goals with timeline, however, it is endeavour of the Company to ensure implementation of Principles of National Guidelines on Responsible Business Conduct. The Company will carefully assess its strategic position and develop specific goals, targets and commitments with timeline in due course.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance against the goals and targets will be assessed in the subsequent financial years.								
Governance, leadership and oversight										
7.	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Please refer to the Managing Director's statement Section in Annual Report.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board and its various Committees have been designated for the implementation and oversight of the Business Responsibility Policies.								
9.	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	No specific Committee is formed for Business Responsibility & Sustainability Reporting. However, Board and its various Committees are taking decision based on their respective roles and functions.								

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 P1 to P9	Frequency (Annually / Half yearly / Quarterly / Any other – please specify) P1 to P9
Performance against above policies and follow up action	Yes	Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Quarterly

11. Independent assessment / evaluation of the working of its policies by an external agency:

Questions	P1 to P9
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.	The Company has not carried any assessment or evaluation of the working of its policies by any external agency. However, the internal mechanism is in place to ensure the policies are implemented across the Company locations.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes / No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or / human and technical resources available for the task (Yes / No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes / No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This Section is aimed at helping entities demonstrate their performance in integrating the principles and core element with key processes and decisions. The Company has disclosed all mandatory disclosures under the BRSR framework. The Company is in the process of disclosing leadership indicators from upcoming financial years.

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	8	During the year, Board engaged in various updates pertaining to business, regulatory, safety, ESG, cybersecurity, POSH, Code of Conduct etc.	100%
Key Managerial Personnel	10	The Company provides training on Business, regulatory updates and other ESG.	100%
Employees other than BOD and KMPs	284	<ul style="list-style-type: none"> Business Code of Conduct, induction and familiarisation programme for new employees, health and safety training, technical and other business related training, POSH. 	100%
Workers	40	<ul style="list-style-type: none"> Business Code of Conduct, health and safety training, technical and other business related training, POSH. 	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:

MONETARY					
Particulars	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			NIL		
Settlement					
Compounding fee					

NON-MONETARY				
Particulars	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment			NIL	
Punishment				

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

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

4. Anti-corruption or Anti-bribery policy:

Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	<p>Yes, the Company has an Anti-Bribery and Anti-Corruption Policy which forms a part of our Code of Conduct.</p> <p>Our Company is committed to the prevention, deterrence and detection of fraud, bribery, and all other corrupt business practices. It is the policy of the Company to conduct all its business activities with honesty, integrity and the highest possible ethical standards and vigorously enforce its business practice, wherever it operates throughout the world, of not engaging in bribery or corruption. As part of this commitment, the Company has implemented this Anti-Bribery and Anti-Corruption Policy to prohibit bribery and corruption in any form and to ensure that the business is conducted with transparency and accountability.</p> <p>Weblink : https://growel.com/subpage/Policy.</p>
--	--

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 2022-23	FY 2021-22
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

7. **Corrective Actions:**

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	This Section is not applicable to the Company as there were no fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.
---	---

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:**

FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
Please refer to Form 'B' of Annexure 'F' to the Director's Report on Page No. 5 I		

2. **Sustainable sourcing:**

Does the entity have procedures in place for sustainable sourcing? (Yes / No)	The Company is committed to sustainable sourcing and has implemented, to the extent possible, procedures to ensure responsible procurement practices. About 6% of the inputs are sourced sustainably.
If yes, what percentage of inputs were sourced sustainably?	

3. **Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:**

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for	Plastics (including packaging): All plastic waste generated was given to Extended Producer's Responsibility ('EPR') registered plastic waste processor. E-waste: All e-waste generated was given to Pollution Control Board ('PCB') registered recycler. Hazardous Waste: All hazardous waste generated was disposed to PCB-registered processing facility, Pre-processing facility. Other Waste: As per applicable Rules and Regulations of governments / local bodies.
(a) Plastics (including packaging)	
(b) E-waste	
(c) Hazardous waste and (d) other waste.	

4. **Extended Producer Responsibility (EPR) plan:**

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.	Yes, the Company's activities fall within the scope of Extended Producer Responsibility (EPR) and the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan.
---	--

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS
ESSENTIAL INDICATORS:
1. A) Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	743	388	52.22%	743	100%	-	-	-	-	-	-
Female	102	36	35.29%	102	100%	102	100%	-	-	-	-
Total	845	424	50.17%	845	100%	102	100%	-	-	-	-
Other than Permanent employees											
Male	35	1	2.85%	35	100%	-	-	-	-	-	-
Female	3	-	-	3	100%	-	-	-	-	-	-
Total	38	1	2.85%	38	100%	-	-	-	-	-	-

B) Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	18	14	77.77%	18	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	18	14	77.77%	18	100%	-	-	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

2. Details of retirement benefits, for Current financial year and Previous financial year:

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y / N / N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y / N / N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	7.00%	11.10%	Yes	10.20%	16.70%	Yes
Others-Superannuation	2.50%	0%	Yes	3.20%	0%	Yes

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 offices and retail mall are accessible to differently abled employees.
---	---

4. Equal Opportunity Policy:

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.	In line with the Code of Conduct Policy, we are an equal opportunity employer. Our Company's policy promotes mutual respect by creating an inclusive and equal opportunity workplace that prohibits discrimination and harassment such as race, colour, religion, disability, gender, sexual orientation, age, or any other legally protected status. Weblink : https://growel.com/subpage/Policy .
---	---

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	100%	100%	-	-
Total	100%	100%	-	-

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 mechanism in brief)
Permanent Workers	Yes. Employees / workers can raise grievances with their reporting managers and / or HR business partners or the HR Head at the Registered Office of the Company. Grievances can also be raised by writing an e-mail at vigil@growel.com
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the 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)
Total Permanent Employees	845	14	1.65%	806	14	1.73%
Male	743	14	1.88%	716	14	1.95%
Female	102	-	0%	90	-	0%
Total Permanent Workers	18	18	100%	18	18	100%
Male	18	18	100%	18	18	100%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	743	388	52.22%	349	46.97%	716	265	37.01%	279	38.96%
Female	102	102	100%	55	53.92%	90	84	93.33%	31	34.44%
Total	845	490	57.98%	404	47.81%	806	349	43.30%	310	38.46%
Workers										
Male	18	18	100%	18	100%	18	18	100%	18	100%
Female	-	-	-	-	-	-	-	-	-	-
Total	18	18	100%	18	100%	18	18	100%	18	100%

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)
Employees						
Male	743	602	81.02%	716	592	82.68%
Female	102	75	73.52%	90	70	77.77%
Total	845	677	80.11%	806	662	82.13%

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Workers						
Male	18	18	100%	18	18	100%
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. **Health and safety management system:**

Sr. No.	Particulars	Response
a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system?	Yes. All the manufacturing facilities of the Company, have implemented Hazard Identification and Risk analysis (HIRA) Policy which is in line with ISO 45000 and ISO 14001.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Yes, the Company believes that safe & healthy workplace is a prerequisite for employee wellbeing. It has implemented safety management system. It promotes culture of Safety through various training programs while continuously investing in state-of-the-art technology to meet the highest level of safety parameters. Company is conducting HIRA and HAZOP studies to identify the risks related to operations. To prevent the potential hazards, we monitor near miss incidents, unsafe acts and unsafe conditions. Internal, External audits and Mock drills are conducted to check the effectiveness of the implemented measures.
c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y / N)	Yes, a system is in place to spot and report the work-related hazards.
d.	Do the employees / worker of the entity have access to non-occupational medical and healthcare services? (Yes / No)	Yes. In addition, personnel are being trained to respond appropriately to medical emergencies on-site.

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)	Employee	-	-
	Worker	-	-
Total recordable work-related injuries	Employee	-	-
	Worker	-	-
No. of fatalities	Employee	-	-
	Worker	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employee	-	-
	Worker	-	-

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

- 1) Regular training on HSE-related matters to all employees, workers as well as to new joinees.
- 2) Hazard identification, Risk Assessment and Management in accordance with HIRA Procedure.
- 3) Communication of hazards to everyone in the facility.
- 4) Voluntary health & safety audit from a third party.
- 5) Using of engineering controls.
- 6) Treatment of waste in ETP.
- 7) Compliance of all statutory requirements.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	1	0	-	2	0	-
Health & Safety	9	0	-	3	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%

* The assessment of the plants and offices was conducted on an entity basis.

15. Corrective Actions:

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.	This Section is not applicable to the Company.
---	--

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 believes that the stakeholders who are affected the most by the business as well as those who affect the Company, the most are key Stakeholders for the Company. The Key Stakeholders are identified as Customers, Shareholders, Vendors, Government Agencies, Community and Employees.

2. **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
Customers	No	<ul style="list-style-type: none"> Email Face-to-face Meetings Phone Calls SMS Website Virtual meetings Advertisement 	Daily	Routine discussions like price variation, timely supply of products, etc.
Shareholder/ Investors	No	<ul style="list-style-type: none"> Face-to-face Meetings Annual General Meeting, Shareholder meets, Stock Exchange (SE) intimations, Annual Report, quarterly results, media releases Company / SE website E-mail, Notice 	Quarterly, Half yearly and annually	<ul style="list-style-type: none"> Financial performance, Operational performance, Growth plans, challenges faced by the Company, Material information, Notices of general meeting, Board meetings.
Vendors	No	<ul style="list-style-type: none"> E-mail communication Site Visits One-to-One Interactions Structured meetings Phone Calls / SMS Website Virtual meetings 	Daily	<ul style="list-style-type: none"> Quantity and quality of products and services, Timely payments Fair and long term business relations Capacity building Transparency Value Creation

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
Government / Regulatory Authorities	No	<ul style="list-style-type: none"> E-mails and letters. Conferences. Industry forums. Regulatory filings. Meetings with officials. Representations. Inspection. 	On periodical basis as provided under relevant legislations	<ul style="list-style-type: none"> Compliance with industry Norms, Laws and Regulations in substance and spirit Transparent Disclosures Participation in various industry forums and meets Collaboration on national agenda such as Make in India
Communities	No	<ul style="list-style-type: none"> CSR initiatives Face to face interaction Field visits Collaborations through NGO's Advertisement Newspaper Website 	Engagement as per need	<ul style="list-style-type: none"> Upliftment of society Live hood opportunities Health and sanitation initiatives
Employees and workers	No	<ul style="list-style-type: none"> Personalised learning and development programmes. Regular performance review and feedback. One-on-one engagement, meetings. Grievance mechanism Rewards and Recognition Cultural events Training and Workshops. 	Daily	<ul style="list-style-type: none"> Employee well-being and safety Fair wages and compensations per industry standards Learning and Development Occupational health and safety Growth opportunities Talent and skill management Diversity and inclusion job security

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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	845	845	100%	806	806	100%
Other than permanent	38	38	100%	35	35	100%
Total Employees	883	883	100%	841	841	100%
Workers						
Permanent	18	18	100%	18	18	100%
Other than permanent	-	-	-	-	-	-
Total Workers	18	18	100%	18	18	100%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	845	319	37.75%	526	62.24%	806	325	40.32%	481	59.67%
Male	743	273	36.74%	470	63.25%	716	279	38.96%	437	61.03%
Female	102	46	45.09%	56	54.90%	90	46	51.11%	44	48.88%

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F/D)
Other than Permanent	38	2	5.26%	36	94.73%	34	1	2.94%	33	97.05%
Male	35	2	5.71%	33	94.28%	33	1	3.03%	32	96.96%
Female	3	-	-	3	100%	1	-	-	1	100%
Workers										
Permanent	18	13	72.22%	5	28%	18	14	77.77%	4	22.22%
Male	18	13	72.22%	5	28%	18	14	77.77%	4	22.22%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BOD)	4	9,84,204	-	-
Key Managerial Personnel*	2	4,27,130	-	-
Employees other than BoD and KMP	737	46,399	102	37,501
Workers	18	30601	0	-

* Key Managerial Personnel exclude Managing Director, who is part of Board of Directors.

Figures are based on monthly CTC data.

4. **Focal point for addressing human rights:**

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

Yes, The Head of HR department oversees the human resource function.

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

Mechanism is in place for redressal of grievances of human rights issues.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company maintains a zero-tolerance against Sexual Harassment and Discrimination. For grievances pertaining to sexual harassment, the Internal Complaints Committee (ICC) is constituted in line with the Provisions of The Sexual Harassment of Women at Workplace. The Cases related to the prevention of sexual harassment at workplace are treated with utmost sensitivity and in a confidential manner.

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

Yes, Human rights requirements forms a part of the company's agreements and Contracts. This requires suppliers and dealers to comply with applicable laws, labour standards, environmental regulations and uphold human rights and principles of ethics and integrity in their operations.

9. **Assessments for the year*:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced / involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

* The assessment of the plants and offices was conducted on an entity basis.

10. **Corrective Actions to address significant risks / concerns arising from the assessments:**

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

The Company conducts regular assessments to identify any potential violations and regular training for employees to promote awareness and prevent such incidents. In the event of any violations being identified, the Company takes prompt and effective corrective action, which may include suspension of work, termination of contracts or even legal action, as appropriate. Additionally, the Company continuously reviews and strengthens its policies and procedures to ensure that human rights are upheld across all operations. There were no significant risk / concern that arose on its self-assessment and from the diligence of customers.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS:

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-23	FY 21-22
Total electricity consumption (GJ) (A)	14,301.88	13,309.19
Total fuel consumption (KL) (B)	1.11	0.56
Energy consumption through other sources – Gas (SCM) (C)	2.45	2.77
Total energy consumption (A+B+C)	14,305.44	13,312.52
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	0.15	0.16

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

2. **Does the entity have any sites / facilities identified as designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India: No**

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

Parameter	FY 2022-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	19,444.27	17,333.95
(iii) Third party water	19,300.60	22,661.20
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	38,744.87	39,995.15
Total volume of water consumption (in kilolitres)	38,744.87	39,995.15
Water intensity per rupee of turnover (Water consumed / turnover)	0.39	0.47
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Mechanism for Zero Liquid Discharge:

<p>Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</p>	<p>Our Company has implemented a comprehensive wastewater treatment and recycling system as part of its commitment to responsible corporate practices. Through a state-of-the-art treatment plant, the wastewater generated by industrial processes undergoes a combination of physical, chemical and biological processes for effective treatment.</p> <p>The treated water is then subjected to filtration and evaporation processes to remove impurities and contaminants, resulting in clean and pure water suitable for reuse within the plant. This approach significantly reduces the reliance on freshwater sources.</p> <p>Furthermore, the solid waste produced during the treatment process is disposed of responsibly and in an environmentally sustainable manner. The Company has established Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) to ensure the proper processing of wastewater.</p> <p>In the STP, the liquid is converted into sludge, while the treated water is repurposed for non-potable purposes like toilet flushing and gardening. Similarly, the liquid from the ETP undergoes treatment, resulting in the production of ETP sludge, which is disposed of through authorized vendors following environmentally responsible practices.</p> <p>By adopting a Zero Liquid Discharge mechanism, our Company minimizes its impact on the environment, reduces freshwater consumption, and ensures that all wastewater is treated and recycled responsibly.</p>
--	---

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	FY 2021-22
NOx	µg/m ³	81.77	82.28
Sox	µg/m ³	59.39	42.67
Particulate matter (PM)	µg/m ³	259.46	224.23
Persistent organic pollutants (POP)		Below Detection Limit	Below Detection Limit
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		Below Detection Limit	Below Detection Limit
Others – please specify		NA	NA

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2038.79	1575.25
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	1426.41	1513.75
Total Scope 1 and Scope 2 emissions per rupee in Lacs of turnover	Metric tonnes of CO ₂ equivalent	0.0316	0.0363
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	-	-

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

7. **Project related to reducing Green House Gas emission:**

<p>Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.</p>	<p>To promote energy efficiency and sustainability, the factory implements the following practices:</p> <ol style="list-style-type: none"> 1) Continuous Monitoring: The factory monitors specific power consumption to identify areas for improvement and optimize energy performance. 2) Use of VFDs: Variable Frequency Drives are employed to adjust motor speed based on demand, reducing energy waste. 3) Timers and Automation: Equipment and lighting are controlled using timers and automation systems to minimize energy usage during idle periods. 4) LED Lights: LED lights are used extensively for their energy efficiency and longer lifespan, reducing overall energy consumption. 5) High-Efficiency DG Sets: The factory plans to procure high-efficiency DG sets, minimizing fuel consumption and emissions during backup power generation. <p>By adopting these practices, the Company aims to reduce energy waste, lower costs, and contribute to environmental sustainability.</p>
---	---

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	148.91	146.92
E-waste (B)	1.93	-
Bio-medical waste (C)	0.0014	0.00026
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	65.03	65.62
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.5	0.2
Total (A+ B + C + D + E + F + G + H)	216.38	212.74
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	32.002	NA
(ii) Re-used	33.542	NA
(iii) Other recovery operations	NA	32.002
Total	NA	33.542
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.87	6.55
(ii) Landfilling	31.7	39.34
(iii) Other disposal operations	14.82 MT	13.56 MT
Total	49.39 MT	59.47 MT

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

9. Waste management practices adopted in the establishment:

<p>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.</p>	<p>To reduce waste in the factory, the following practices are adopted:</p> <ol style="list-style-type: none"> 1) Consuming Waste Solvent in Products: Waste solvent is reused or incorporated into products instead of being disposed of externally. This minimizes waste generation, optimizes resource utilization, and promotes sustainability. 2) Converting from Barrel Purchase to Tanker Purchase: The factory purchases liquid raw materials in bulk through tankers, reducing the generation of empty barrels and promoting an efficient supply chain. This practice minimizes packaging waste and saves costs associated with barrel disposal or recycling. 3) Segregation of Hazardous and Non-Hazardous Waste: The factory implements a system to separate hazardous and non-hazardous waste at the source. This ensures proper handling, disposal, and compliance with Regulations. Waste segregation minimizes environmental contamination and enables appropriate treatment methods. 4) Controlled Printing Practices: The Company implements measures to reduce unnecessary paper waste, such as printing only necessary documents. It promotes digital communication, electronic storage, and print-on-demand or double-sided printing. These practices conserve resources and promote an environmentally friendly workplace. <p>These practices demonstrate the Company's commitment to waste reduction, resource efficiency, and environmental sustainability. By incorporating waste materials, optimizing packaging, segregating hazardous waste, and controlling printing, the factory aims to minimize its environmental impact and promote sustainable manufacturing.</p>
---	--

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

Sr. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y / N) If no, the reasons thereof and corrective action taken, if any.
This Section is not applicable to the Company.			

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

This Section is not applicable to the Company.

12. Is the entity compliant with the applicable Environmental Law / Regulations / Guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Y / N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is fully compliant with all the applicable environmental Laws / Regulations / Guidelines in India including but not limited to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and Rules

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS:

I. A) Number of Affiliations with trade and industry chambers / associations: 6

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

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1.	Indian Industries Association (IIA)	National
2.	Confederation of Indian Industry (CII)	National
3.	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4.	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
5.	Indian Paint Association	National
6.	Indo-German Chamber of Commerce	National

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

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

The Company has not engaged in any anti-competitive conduct.

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:

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

This Section is not applicable to the Company as there were no projects that required SIA to be undertaken under Law.

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

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

This Section is not applicable to the Company as there were no projects that required Rehabilitation and Resettlement (R&R).

3. Community redressal mechanism:

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

Throughout the year, a number of informal and formal sessions are conducted at plants and corporate levels, which help interactions with the community apart from program specific meetings to facilitate working together. Further various programmes / events are conducted / held at Mall to have interactions with specific targeted Section of the community viz. youth, women, senior citizen etc.

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

Category	FY 2022-23	FY 2021-22
Directly sourced from MSMEs / small producers*	-	-
Sourced directly from within the district and neighbouring districts*	-	-

* Specific data on the same is not available. However, Company always recognizes its responsibility towards the local economy and increasing local employment by initiating business with the local suppliers and manufacturers. The Company fosters local and small suppliers for procurement of goods and services in the proximity to its plants location. First preference is given to local vendors for input material locally available, provided that they meet the expectation of the Company on quality, delivery, cost and technology. Necessary training, technical support, suggestions, consultations, feedbacks, inputs, guidance are being provided from time to time, to local and small supplier to encourage them to improve and build their capability, capacity and quality and to raise their standards.

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

ESSENTIAL INDICATORS:

1. Consumer Complaints and feedback:

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

A well-established system is in place for dealing with consumer feedback. Consumers are provided multiple options to connect with the Company through email, telephone, website, social media, feedback forms etc.

In addition, the Company's businesses have a dedicated consumer response cell to respond to their queries and receive feedback on products so as to able to continuously improve upon its products and services.

1. Our Company has dedicated customer complaint procedure (written and approved) and all the complaints are submitted to internal quality check team and the Company has maintained dedicated registers that included mitigation strategies and all related aspects starting from registering the complaint till closing the complaint.

The scope of the procedure extends to complaints encountered at Customer Complaint, Customer Rejections, Warranty and Emergency Support for Customer Complaint which helps in realising the objectives.

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

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

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

Category	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

5. Cyber security policy:

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.

The IT Policy at the Company serves multiple objectives including cyber security. Firstly, it establishes a framework for effective risk management and ensures its implementation. Secondly, it enables compliance with relevant Regulations by adopting best practices. Thirdly, the policy focuses on identifying, assessing, quantifying, mitigating, and managing data and information security risks both presently and in the future. This includes securing critical data such as SAP Transaction Data, User PC data and electronic communications. Lastly, the policy mandates the implementation of a backup solution and process to safeguard data.

The IT Team at the company is responsible for implementing security measures, conducting training and investigating any breaches. They also focus on device security, reporting stolen equipment and ensuring compliance with policy provisions. In addition, the System Administrator plays a vital role by implementing firewalls, anti-malware and access authentication systems. They also provide regular security training to employees to enhance their awareness and knowledge in maintaining a secure environment.

6. Corrective Actions:

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

This Section is not applicable to the Company as there have been no reported incidents of such issues till date.