

## Annexure - VII

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24110TG1989PLC009497
2.	Name of the Listed Entity	Sigachi Industries Limited
3.	Year of incorporation	1989
4.	Registered office address:	229/1 & 90, 4th floor, Kalyan Tulasiram Chambers, Madeenaguda, Hyderabad - 500049
5.	Corporate address	229/1 & 90, 4th floor, Kalyan Tulasiram Chambers, Madeenaguda, Hyderabad - 500049
6.	E-mail	cs@sigachi.com
7.	Telephone	040-4011-4874/ 75/ 76
8.	Website	www.sigachi.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 307425000/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Shreya Mitra Tel: +919638175074 Email: cs@sigachi.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).	Standalone

### II. Products/services

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

S No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical, and botanical products	85.61 %
2.	Operations and Management	Chemical and chemical products and utilities	9.14%

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

S No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Microcrystalline Cellulose and other excipients	21001	85.61%
2.	Operations and Management	99831	9.14%

### 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	4	3	7
International	0	2	2

#### 17. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	52

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

- 65.60%

##### c. A brief on types of customers:

We cater to a wide range of customers in the pharmaceutical, food, healthcare, nutraceuticals, and cosmetics industries, including end-users, merchants, distributors, and exporters in over 52 countries.

### IV. Employees

#### 18. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent(D)	823	782	95.02	41	4.98
2.	Other than Permanent(E)	5	5	100	0	0
3.	<b>Total employees (D+E)</b>	<b>828</b>	<b>787</b>	<b>95.05</b>	<b>41</b>	<b>4.95</b>
<b>WORKERS</b>						
4.	Permanent(F)	266	250	93.98	16	6.02
5.	Other than Permanent(G)	254	254	100	0	0
6.	<b>Total workers (F+G)</b>	<b>520</b>	<b>504</b>	<b>96.92</b>	<b>16</b>	<b>3.08</b>

##### b. Differently abled Employees and workers:

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

**19. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	2	33.33
Key Management Personnel	3	1	33.33

**20. Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	37%	42.5%	37.5%	23%	38%	24.5%	16%	24%	16.4%
Permanent Workers	56%	13%	53.1%	69%	23%	66.8%	72%	13%	69.6%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding/subsidiary /associate companies/joint ventures**

S No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Sigachi US INC	Subsidiary	100%	No, the parent company undertakes majority of the BR initiatives.
2.	Sigachi MENA FZCO	Subsidiary	100%	

**VI. CSR Details****22. (i)** Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No) Yes**(ii) Turnover (in Rs.) - **2,90,32,36,948/-**(iii) Net worth (in Rs.) - **2,65,56,90,793/-****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 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	https://	0	0	https://
Investors (other than shareholders)	Yes	0	0	sigachi.com/Policies/15.pdf	0	0	sigachi.com/Policies/15.pdf
Shareholders	Yes	0	0	https://sigachi.com/Policies/15.pdf	33	0	https://sigachi.com/Policies/15.pdf
	Yes	0	0		0	0	

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 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes	0	0	<a href="https://sigachi.com/Policies/15.pdf">https://sigachi.com/Policies/15.pdf</a>	0	0	<a href="https://sigachi.com/Policies/15.pdf">https://sigachi.com/Policies/15.pdf</a>
Customers	Yes	0	0	<a href="https://sigachi.com/Policies/15.pdf">https://sigachi.com/Policies/15.pdf</a>	0	0	<a href="https://sigachi.com/Policies/15.pdf">https://sigachi.com/Policies/15.pdf</a>
Value Chain Partners	Yes	0	0	<a href="https://sigachi.com/Policies/15.pdf">https://sigachi.com/Policies/15.pdf</a>	0	0	<a href="https://sigachi.com/Policies/15.pdf">https://sigachi.com/Policies/15.pdf</a>
Other (please specify)	Yes	0	0	<a href="https://sigachi.com/Policies/15.pdf">https://sigachi.com/Policies/15.pdf</a>	0	0	<a href="https://sigachi.com/Policies/15.pdf">https://sigachi.com/Policies/15.pdf</a>

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

A risk analysis on environmental and social matters was not conducted.

S No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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N.A.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

THE NATIONAL GUIDELINES FOR RESPONSIBLE BUSINESS CONDUCT (NGRBC) AS PRESCRIBED BY THE MINISTRY OF CORPORATE AFFAIRS ADVOCATES NINE PRINCIPLES REFERRED AS P1-P9 AS GIVEN BELOW:

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

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
<b>Policy and management processes</b>										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
c. Web Link of the Policies, if available	<a href="https://sigachi.com/investors/corporate-governance/#1619014285391-efc2c212-9022">https://sigachi.com/investors/corporate-governance/#1619014285391-efc2c212-9022</a>									
2. Whether the entity has translated the policy into procedures.(Yes /No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1: ISO 9001:2015 P2: HACCP P3: Great Place to work P4: Great Place to Work P5:EXCiPACT GMP P6:EXCiPACT GMP, SGMP P7:HACCP P8: CEP 2014-097 P9: ISO 9001:2015, CEP 2014-097									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are in the processes of setting and finalizing public organizational targets.									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not available									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Managing Director's Message at the beginning of this Business Responsibility and Sustainability Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Amit Raj Sinha Designation: CEO & Managing Director DIN: 01263292								
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 Transformation Committee is in charge of ESG targets, strategies and reporting.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board									Annually								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No, the Company internally reviews the working of above-mentioned policies.								
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 Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1

**Businesses should conduct and govern them-selves 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 2022-23:

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	3	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	100%
Key Managerial Personnel	3	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	100%
Employees other than BoD and KMPs	1	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	100%
Workers	1	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	100%

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year 2022-23, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	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	-	-	-	-	-

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	-	-	-
Compounding fee	-	-	-	-

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
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy?

If yes, provide details in brief and if available, provide a web-link to the policy. Yes, Sigachi has a code of business conduct which outlines the ethical standards that governs the company and each employee must adhere to regardless of their position. <https://www.sigachi.com/Policies/1.pdf>

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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Workers	0	0
Employees	0	0

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

	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	Number	Remarks	Number	Number
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

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

Not Applicable

### Leadership Indicators

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

Total Number of awareness programme held	Topics/Principles covered under training	% age of value chain partners (by value of Business done with such partners) under the awareness programme
N.A.		

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

Yes, the Company's Code of Conduct expects all its Personnel (Members of the Board) to refrain from engaging in any activity or having a personal interest that presents a conflict of interest. Further, the Company outlines that Personnel of the Company shall not exploit any information discovered through their position in the Company, for their own personal gain.



## SUSTAINABLE BUSINESS

### 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	4.5%	2.62%	<ul style="list-style-type: none"> <li>- Powdered cellulose &amp; Food and nutrition blend products which do not need water or chemicals.</li> <li>- Process development with zero solvents and zero waste generation.</li> <li>- Process for reuse of water for facilities.</li> </ul>
Capex	3.33%	Nil	MVRE, ATFD, ETP RO installations at Dahej units

2.
  - a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)** – We have a process to ensure our sourcing procedures are sustainable and socially responsible. Respective departments initiate a tendering request to the procurement department by providing all requisite details for budgeting along with any technical details. The procurement departments decides at its discretion on the approach to sourcing. The requesting department is responsible for technical evaluation, while the procurement team is responsible for the commercial discussions. Quotations are received from at least 3 participants. The final selected vendor must sign the code of conduct to proceed to releasing purchase order, and adhere to it at all times. Any violations will warrant corrective action within a stipulated timeline.
  - b. **If yes, what percentage of inputs was sourced sustainably?** – 100%
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.** Most of our products are consumables which leaves only the packaging material to be recovered. Although we do not have any processes in place presently, we are working towards measures to increase packaging reclaimed.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).**
  - **If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**
  - **If not, provide steps taken to address the same.**

Yes, however, we currently do not have any submissions in line with EPR guidelines to the state pollution control boards. Our waste collection and disposal is done through vendors authorized by state Pollution Control Boards.

## 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? - No, we have not conducted any life cycle assessments for our products. However, we are in the process of initiating the same.

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
-	-	-	-	-	-

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. Not available as LCA has not been conducted.

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

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

**Not available. We see quality as paramount and since we are in the pharmaceutical and healthcare sector, we are not presently reusing input materials for production.**

Indicate Input Material	Recycled or re-used input material to total material	
	Current Financial Year	Previous Financial Year
-	-	-

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.144	0	3.194	0.12	0	0.12
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0.314	0	0	0.292
Other waste	0	0	3.19	0	0	0

4. 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 a % of total products sold in respective category
-	-

## EMPLOYEE WELLBEING

### 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 workers 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)
<b>Permanent Employee</b>											
Male	782	782	100	782	100	0	0	0	0	0	0
Female	41	41	100	41	100	41	100	0	0	0	0
<b>Total</b>	<b>823</b>	<b>823</b>	<b>100</b>	<b>823</b>	<b>100</b>	<b>41</b>	<b>4.95</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	5	5	100	5	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>5</b>	<b>5</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	Permanent Workers										
	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)
<b>Permanent Workers</b>											
Male	250	250	100	250	100	0	0	0	0	0	0
Female	16	16	100	16	100	16	100	0	0	0	0
<b>Total</b>	<b>266</b>	<b>266</b>	<b>100</b>	<b>266</b>	<b>100</b>	<b>16</b>	<b>6.01</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Workers</b>											
Male	254	0	0	254	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>254</b>	<b>0</b>	<b>0</b>	<b>254</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of Total workers	Deducted and deposited with the Authority (Y/N/N.A.)	No. of employees covered as a % of Total employees	No. of Workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	100% (as per ESI norms)	100% (as per ESI norms)	Yes	100% (as per ESI norms)	100% (as per ESI norms)	Yes
Others-please specify	-	-	-	-	-	-

#### Accessibility of workplaces

**3. Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.** For this year, we have continued to use the rented premises which is unfortunately not accessible to differently abled employees. However, we are moving our operations to our new corporate office in August 2023, which will be accessible to differently abled employees and workers. We have ensured ramps and guard rails for easy access, toilet enabled for handicapped employees, among other facilities.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, the Company's Global Code of Conduct outlines its commitment to non-discrimination, by providing equal opportunity to all its employees irrespective of race, color, religion, sex, national origin, ancestry, age, marital status, sexual orientation or disability.

Web-link: <https://sigachi.com/investors/corporate-governance/#1619014285391-efc2c212-9022>

**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	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	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)** Yes, we maintain the principles of natural justice, there by the Grievances are internally settled if it is minor. In case of Grievances that are complex, an independent investigation is done using an external legal counsel to ensure an amiable settlement of the Grievance.

Permanent Workers	As per above description
Other than permanent workers	As per above description
Permanent Employees	As per above description
Other than permanent Employees	As per above description

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/ A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0
<b>Total Permanent Workers</b>	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health And safety measures		On Skill upgradation		Total(D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
Male	787	661	84%	645	82%	440	360	82%	348	79%
Female	41	37	90%	38	93%	21	19	90%	19	90%
<b>Total</b>	<b>828</b>	<b>698</b>	<b>84%</b>	<b>683</b>	<b>82%</b>	<b>461</b>	<b>379</b>	<b>82%</b>	<b>367</b>	<b>80%</b>
<b>Workers</b>										
Male	504	448	89%	483	96%	343	291	85%	312	90%
Female	16	15	95%	15	95%	8	7	91%	7	91%
<b>Total</b>	<b>520</b>	<b>463</b>	<b>89%</b>	<b>498</b>	<b>96%</b>	<b>351</b>	<b>298</b>	<b>85%</b>	<b>319</b>	<b>90%</b>

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	787	787	100%	440	440	100%
Female	41	41	100%	21	21	100%
<b>Total</b>	<b>828</b>	<b>828</b>	<b>100%</b>	<b>461</b>	<b>461</b>	<b>100%</b>
<b>Workers</b>						
Male	504	504	100%	343	343	100%
Female	16	16	100%	8	8	100%
<b>Total</b>	<b>520</b>	<b>520</b>	<b>100%</b>	<b>351</b>	<b>351</b>	<b>100%</b>

## 10. Health and safety management system:

## a. Whether an occupational health and safety management system has been implemented by the entity?

(Yes/No. If yes, the coverage such system?) Yes. OHS is implemented on all production plants and project sites.

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

We follow standard trainings and qualitative risk assessment techniques for individual activities that occur on our unit.

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

Yes, regular safety trainings and tool box talks are conducted to ensure workers and employees are aware of what needs to be done to prevent, avoid and escape any work related hazards or accidents. Reporting is done as per Form-4.

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

Yes, all employees are provided with health insurance that is not restricted to injuries resulting from occupational activities

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

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

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

- Dedicated Safety Officer on manufacturing plants and project sites
- Regular safety trainings, toolbox talks
- Provide employees and workers with PPEs.

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
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% of the locations are audited internally by the entity. The audits are conducted by internal experts to ensure the compliance of safety regulations and identification of major improvement areas.
Working Conditions	100% (All the sites are assessed on their working conditions by the external and internal audits).

## 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 &amp; safety practices and working conditions.

Not available

## Leadership Indicators

## 1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) **Yes**

(B) Workers (Y/N) **Yes**

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

We ensure that the dues (EPF, ESI, Gratuity, Labour Welfare Fund) are deducted and deposited as per the statutory regulations. We also obtain confirmation from our customers and suppliers in the Form-26A and GSTR on a monthly frequency.

**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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (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)**

Yes, employees superannuate when they attain the age of 60 years. Transition assistance programs are provided as and when employees need. Some of the superannuated employees are absorbed as consultants as Critical Subject Matter Experts. If the employment is terminated because of Business Exigencies, employees are compensated as part of their employment terms and conditions.

**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	73%
Working Conditions	76%

**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.**

No Corrective Action has been initiated on the above parameters. In case any risks are identified within the purview of a value chain partner, we provide our partners with a reasonable timeline to revert with the necessary CARs.

## STAKEHOLDER INCLUSIVENESS

### 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.

All individuals, groups, and organizations that are contributing to our business, or are affected by our operations are considered stakeholders. These include, but are not limited to, employees, customers, suppliers, our investors, regulatory authorities and the communities and society.

#### 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, Advertisements, Community meetings, Notice Board, Website, Other)	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails	Others - Please specify	Employee experience and satisfaction on monthly basis
Customers	No	Emails	Quarterly	Satisfaction surveys and business development
Shareholders	No	Others	Annually	Company strategy, and goals
Suppliers	No	Emails	Half yearly	Business and impact optimization
Community	Yes	Community meetings	Half yearly	Well-being, empowerment and development

##### 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.

Stakeholder engagement mechanism is a key driving force towards strengthening and diversifying the stakeholder relationship, which further facilitates the identification of key material issues impacting the Company's growth. As part of the Company's efforts to continually engage with internal and external stakeholder groups for identification of key material issues impacting them, the stakeholder engagement exercise undergoes periodic review.

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

Yes, the identification, prioritization of material issues relevant to the environment, social, economic and governance topics is done in consultation with the stakeholders. The identified issues are then subsequently mapped with relevant risks. As part of the risk management plan, the Company subsequently strategizes and develops mitigation action plans for the identified risk. The material issues form the guiding framework for the nonfinancial disclosures of the Company through its



Sustainability Report. As per the relevant national and international guidelines and standards, the Company discloses its management approach, targets/goals and its non-financial performance in the reporting year for each of the identified material topic. Additionally, the identification of material issues enables the company to focus on its key improvement areas and subsequently develop future action plans such as policy development, initiatives implementation among others.

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

The community members are identified as vulnerable/marginalised stakeholder group for the Company. As part of the Corporate Social Responsibility (CSR) initiatives, the Company undertakes need assessment to identify and prioritise the focus areas for community development. The Company has undertaken various CSR initiatives. For further details refer the Annual Report and the Company's Annual CSR report.

**PRINCIPLE 5**

**BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS (Essential Indicators)**

**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 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees/workers Covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	823	816	99%	716	698	97.5%
Other permanent	5	5	100%	16	16	100%
<b>Total Employees</b>	<b>828</b>	<b>821</b>	<b>99%</b>	<b>732</b>	<b>714</b>	<b>97.5%</b>
<b>Workers</b>						
Permanent	266	266	100%	161	161	100%
Other permanent	254	254	100%	417	417	100%
<b>Total Workers</b>	<b>520</b>	<b>520</b>	<b>100%</b>	<b>578</b>	<b>578</b>	<b>100%</b>

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total(D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	782	-	-	782	100	854	-	-	854	100%
Female	41			41	100	45	-	-	45	100%
<b>Other than Permanent</b>										
Male	5	-	-	5	100	16	-	-	16	100%
Female	0	-	-	-	-	0	-	-	0	0

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total(D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Workers</b>										
<b>Permanent</b>										
Male	250	2	0.8	248	99.2	228	-	-	228	100%
Female	16	1	6.25	15	93.75	8	-	-	7	87.5%
<b>Other than Permanent</b>										
Male	254	-	-	254	100	111	-	-	111	100%
Female	0	-	-	-	-	0	-	-	0	0

3. Details of remuneration/salary/wages, in the following format: Note that below data is for employees who have served the entire financial year only.

Gender	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of Respective category
Board of Directors (BoD)	4	1,49,72,448	2	3,55,000
Key Managerial Personnel	1	93,40,319	1	12,00,000
Employees other than BoD and KMP	787	3,61,482	41	2,33,022
Workers	504	1,25,639	16	1,50,660

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

Yes, the Head of Human Resource department of the Company is responsible for addressing human rights impact or issues. As part of the Human Rights Policy, the Company expects all its relevant stakeholders to respect and comply with the policy principles, and applicable laws, regulations in all territories of its operation.

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

The complainant reaches out to the reporting manager. In case of unsettled grievances, it is further reported to the HR and the Management. The HR and Management post detailed discussion with the complainant arrive and a win-win situation and settle accordingly.

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at work place	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	5	0	NA	4	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The identity of the complainant is kept private as much as possible. The accused is counselled or informed for possible severe disciplinary consequences if the complainant is harassed post the complaint. If there is a reporting relationship, the complainant is immediately aligned to an alternate manager. If necessary, the accused is put under a temporary suspension until enquiry is completed. Reasonable security is provided to the complainant by means of a security guard and office vehicle to pick & drop the individual on a need basis. All efforts to arrive at a conciliatory settlement is made for both parties to settle matters amiably.

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

Yes

**9. Assessments for the year:**

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

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

Not Applicable. We have strict regulations on site against child labour or forced labour. And we have strong policies that are aimed to discourage behaviours of discrimination and harassment of any kind. Till date, we have not had any instances of violations of any policy or law aimed at the topics.

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

Not Applicable

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

The Company outlines that it will undertake human rights due diligence to identify adverse human rights impact of the business on all relevant stakeholders and correspondingly address, prevent and mitigate through corrective actions.

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

Sigachi is currently renting the corporate office premises which is not equipped with facilities for the differently abled. However, we are constructing our own office which has amenities such as ramps and handicapped toilets, that will ensure that premises are welcoming to differently abled visitors/employees.

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

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

**5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above.**

Not Applicable.

**PRINCIPLE 6**

**Businesses should respect and make efforts to protect and restore the Environment**

**Essential Indicators**

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	24,639 GJ	22,824 GJ
Total fuel consumption(B)	3,27,558 GJ	2,94,713 GJ
Energy consumption through Other sources(C)		
<b>Total energy consumption (A+B+C)</b>	<b>3,52,197 GJ</b>	<b>3,17,537 GJ</b>
Energy intensity per rupee of turnover GJ/ INR Million	121.32	126.86

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. **Yes, Subodh Energy Services.**

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

No, the Company is not identified as designated consumer under the Performance Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	38,924 KL	38,311 KL
(ii) Groundwater		
(iii) Third party water	54,496 KL	57,726 KL
(iv) Seawater/desalinated water		
(v) Others	231 KL	238 KL
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii +iv+v)</b>	<b>93,651 KL</b>	<b>96,275 KL</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>93,651 KL</b>	<b>96,275 KL</b>
<b>Water intensity per rupee of Turnover KL/ INR Million</b>	<b>32.26</b>	<b>38.46</b>

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

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

Not implemented.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	PPM	185.77	75
SOx	PPM	422.08	146
Particulate matter (PM)	PPM	315.35	122.
Persistent organic Pollutants (POP)		Not measured	Not measured
Volatile organic Compounds (VOC)		Not measured	Not measured
Hazardous air Pollutants (HAP)		Not measured	Not measured
Others - please specify		Not measured	Not measured

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.

**Yes, Re Sustainability Limited. Note that stack data for FY 2021-22 does not include our Pashamylaram unit resulting in the large deviation.**

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	28,635	25,834
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6,228	5,769
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>	Metric tonnes of CO <sub>2</sub> Equivalent / INR Million	12.01	12.62

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. **Yes, ENEN Green Services Pvt. Ltd.**

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

Not presently, however, we are in the process of setting targets to reduce greenhouse gas emissions.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Not measured	Not measured
E-waste(B)	Not measured	Not measured
Bio-medical waste(C)	Not measured	Not measured
Construction and demolition waste(D)	Not measured	Not measured
Battery waste(E)	Not measured	Not measured
Radio-active waste(F)	Not measured	Not measured
Other Hazardous waste. Please specify, if any.(G)	Not measured	Not measured
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by Materials relevant to the sector)	28.47	27.53
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>28.47</b>	<b>27.53</b>

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or Other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	Not measured	Not measured
<b>For each category of waste generated, total waste disposed by nature of disposal method (inMetric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Land filling	28.47	27.53
(iii) Other disposal operations	0	0
<b>Total</b>	<b>28.47</b>	<b>27.53</b>

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

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

The Company integrates a waste management plan with a comprehensive approach towards waste minimization, segregation and safe disposal. As part of the resource optimization and waste minimization process, the Company has implemented various initiatives to minimize the rejections in manufacturing.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: No

S No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with?(Y/N) If no, the reasons thereof and Corrective action taken, if any.

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

Not undertaken

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

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. All facilities are in compliance with State PCB regulations.

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

## Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through Other sources(C)	0	0
<b>Total energy consumed from Renewable sources(A+B+C)</b>	<b>0</b>	<b>0</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	24,639 GJ	22,824 GJ
Total fuel consumption(E)	3,27,558 GJ	2,94,713 GJ
Energy consumption through Other sources(F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>3,52,197 GJ</b>	<b>3,17,537 GJ</b>

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. **Yes, Subodh Energy Services.**

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0	0
- With treatment-please specify level of Treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment-please specify level of Treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment-please specify level of Treatment	5,454 KL	6,718 KL
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment-please specify level of Treatment	480 KL	480 KL
(v) Others		
- No treatment	0	0
- With treatment-please specify level of Treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>5,934 KL</b>	<b>7,198 KL</b>

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**

3. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Our facilities are not located in areas of water stress.**

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

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

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. **Not Applicable**

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> ,CH <sub>4</sub> ,N <sub>2</sub> O,HFCs, PFCs,SF <sub>6</sub> ,NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not measured	Not measured
<b>Total Scope 3 emissions Per rupee of turnover</b>		Not measured	Not measured
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be Selected by the entity		Not measured	Not measured

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. **Not Applicable**

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

Not applicable



6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge/ waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	ETP and STP installation	All our manufacturing units have ETP and STP installations that we use to treat the water before reusing for irrigation or flushing needs or discharging it to approved locations.	We have met the compliance requirements prior to discharge.

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

Sigachi has adopted a business continuity and disaster management strategy focusing on the ability to provide and maintain an acceptable level of service in the face of any planned or unplanned interruption related onsite emergencies at its manufacturing facilities, IT, supply chain, etc. In our pursuit of operational excellence, several change management initiatives are underway across our organization, including information technology and automation in the areas of manufacturing, research and development, supply chain and shared services. Accordingly, there are continuous efforts to also strengthen our data resiliency.

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

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

0%

## 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 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.

S No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
2	Federation of Telangana Small (MSME) Industries Associations	State
3	India SME forum	National
4	Confederation of Indian Industry	National
5	Pharmaceutical Export Promotion Council of India (Pharmexcii)	National
6	India Process Expo and Conference	National

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. Not applicable, as we did not engage in any instances of anti-competitive practices/ conduct.

Not applicable

Name of Authority	Brief of the Case	Corrective Action Taken

## Leadership Indicators

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

Not applicable

S 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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## 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.

We have not undertaken any Social Impact Assessments this year.

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

Not available

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

Not applicable

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/small producers	5.505%	8.061%
Sourced directly from within the district and neighbouring districts	Data not available	Data not available

## 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):

Not available. Did not undertake any Social Impact Assessments

Details of negative social impact identified	Corrective action taken
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### 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S No.	State	Aspirational District	Amount spent (In INR)
1.	Gujarat	Narmada	1,60,417.00

**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?**

Not applicable

**(c) What percentage of total procurement (by value) does it constitute?**

Not applicable - 0%

**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:**

Not applicable

S No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes /No)	Basis of calculating benefit share
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**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes where in usage of traditional knowledge is involved.**

Not applicable

Name of authority	Brief of the Case	Corrective action taken
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**6. Details of beneficiaries of CSR Projects:**

S No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Integrated development project – Gujarat	5704	100%

**PRINCIPLE 9**

**Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators**

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

Complaints can be written or filed through e-mail to the head of marketing department and a designated QA personnel shall categorize it and log it in the complaint registry. Review is conducted and a corrective or preventive action shall be informed to the customer.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Data not available
Safe and responsible usage recycling and/or safe disposal	Data not available

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

None of our products were recalled on account of safety issues

**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.**

Not available, however we are working on preparing one.

**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.**

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

**Leadership Indicators****1. Channels/platforms where information on products and services of the entity can be accessed (provide weblink, if available).**

<https://sigachi.com/pharmaceutical-industry/nutraceutical-formulations/>

<https://sigachi.com/cosmetic-industry/>

<https://sigachi.com/pharmaceutical-industry/>

<https://sigachi.com/chemical-industry/>

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

We have thorough interactions with our customers to understand the specifications they require and we inform them of any possible risks associated with our products.

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

There were no major disruptions during this year, however, our sales and marketing teams are in constant connect with our clients to ensure that any possible risks of disruption of services are communicated well in advance.

**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)**

We follow a thorough Standard Operating Procedure for all our products for identification, traceability, which follow customer or market requirements. The labels ensure that they also carry all test details such as the storage conditions, cautions, specifications, etc. Additionally, we conduct regular customer satisfaction surveys for feedback on areas of improvement, which in turn enables us to take actions to ensure continued customer satisfaction.

**5. Provide the following information relating to data breaches:****a. Number of instances of data breaches along-with impact.**

There were zero instances of data breaches.

**b. Percentage of data breaches involving personally identifiable information of customers.**

Not applicable