



FAIRCHEM ORGANICS LIMITED

Regd. Office 253/P & 312, Village Chekhala, Sanand - Kadi Highway,
& Works : Taluka SANAND, District: Ahmedabad - 382 115, GUJARAT, INDIA.
Phone (Board Nos.) : (02717) 687900, 687901, +91 90163 24095
E-mail : cs@fairchem.in
CIN : L24200GJ2019PLC129759 Website : www.fairchem.in

Date: July 13, 2023

To,
**National Stock Exchange of India
Limited**
Exchange Plaza, Plot No. C/1, G Block,
Bandra Kurla Complex,
Bandra (East),
Mumbai 400051

To,
**Department of Corporate Services
BSE Limited**
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001

Ourselfs: BSE Scrip Code: 543252/NSE symbol: 'FAIRCHEMOR'
Ref. : Regulation 34 (2) (f) of SEBI (LODR) Regulations

Dear Sirs,

**Sub: Submission of the Business Responsibility and Sustainability Report for
the FY 2022-23 of the Company**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed herewith Business Responsibility and Sustainability Report for the financial year ended March 31, 2023 along with Independent Limited Assurance Report on the select non-financial disclosures, which forms part of Annual Report for F.Y. 2022-23.

The aforesaid document is also available on the website of the Company at www.fairchem.in

We request you to take the above on your record.

Thanking you,

Yours faithfully,
For Fairchem Organics Limited,


Rajen Jhaveri
Chief Financial Officer & Company Secretary

Encl: As above

ANNEXURE I

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S.No.	Requirement	Company's Detail
1.	Corporate Identity Number (CIN) of the Listed Entity	L24200GJ2019PLC129759
2.	Name of the Listed Entity	FAIRCHEM ORGANICS LIMITED
3.	Year of incorporation	2019
4.	Registered office address	253/P & 312, Chekhala, Sanand-Kadi Highway, Tal. Sanand, Dist. Ahmedabad 382 115, Gujarat, India.
5.	Corporate address	253/P & 312, Chekhala, Sanand-Kadi Highway, Tal. Sanand, Dist. Ahmedabad 382 115, Gujarat, India.
6.	E-mail	cs@fairchem.in
7.	Telephone	(02717) 687900 and 687901
8.	Website	www.fairchem.in
9.	Financial year for which reporting is being done	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Ltd.
11.	Paid-up Capital	Rs. 13,02,09,020

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	Mr. Rajen Jhaveri
Designation	Chief Financial Officer & Company Secretary
Telephone Number	(02717) 687900 / 687901
Email Address	rajen.jhaveri@fairchem.in, cs@fairchem.in

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).

This Business Responsibility and Sustainability Report (BRSR) is made on standalone basis for Fairchem Organics Limited (Fairchem).

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	Manufacturing of Specialty Oleo chemicals	100%

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.	Company produces following products: <ul style="list-style-type: none"> • Dimer Acid • Linoleic Acid / Soya Fatty Acid • Deodorizer Distillate (Mixed Tocopherol Concentrate) • Monobasic (Monomer) Acid • Palmitic Acid • Distilled fatty acid 	NIC Code – 20299 – Manufacture of various other chemical (industrial activity code-wise) products N.E.C.	90%

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	1	Office is within the plant premises	1
International	0	0	0

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

Location	Number
National (No. of states)	PAN India
International (No. of Countries)	2

Note: Company is exporting its products to USA and UAE.

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

4.91%

c. A brief on types of customers

Company operates in Business-to-Business Model. The main customers for the Dimer Acid belong to segment of epoxy hardener, paint, and printing ink. While in case of Linoleic Acid / Soya Fatty Acid, the customer segment is paint and printing ink manufacturers. It is also used in Oil drilling operations. Mixed Tocopherol Concentrate / Sterols streams are used mainly for manufacture of natural vitamin E. It also has applications in pet food, pharma, cosmetics etc. The other fatty acids such as Palmitic Acid, Monobasic Acid, Distilled Fatty Acid find applications in making soaps, animal feed, paints, inks etc.

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)
EMPLOYEES						
1.	Permanent (D)*	128	128	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	128	128	100	0	0
WORKERS						
4.	Permanent (F)	87	87	100	0	0
5.	Other than Permanent (G)	115	110	95.65	5	4.34
6.	Total workers (F + G)	202	197	97.52	5	2.47

Note: * This number includes Managing Director. Other than permanent worker (G) is provided as an average for the FY 22-23. Also, there are three (03) male apprentice trainees and are getting training stipend as per applicable law.

b. Differently abled Employees and workers:

Note: Company does not have any differently abled employees or workers during the reporting period.

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

19. Participation/ Inclusion/ Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.66
Key Management Personnel	2	0	0

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in Year prior to Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.97	0	6.97	6.76	0	6.76	5.5	0	5.5
Permanent Workers	0	0	0	0	0	0	0	0	0

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)
Company does not have any holding /subsidiary / associate companies / joint ventures.				

VI. CSR Details
22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

Yes, CSR is applicable on the Company as per section 135 of the Companies Act, 2013 under Net Profit Criteria.

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:

	Grievance Redressal Mechanism in Place (Yes/No)	FY 22-23 Current Financial Year			FY 21-22 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
Stakeholder group from whom complaint is received	(If Yes, then provide web-link for grievance redress policy)						
Communities	No	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholder)	Yes	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes	Nil	Nil	NA	Nil	Nil	NA
Employees and workers	Yes	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes	Nil	Nil	NA	Nil	Nil	NA

Note:

Investor - Company has constituted an investor grievance cell and details on how to report such grievances is available on the company's website. [Fairchem || Investor Relations](#)

Customers and Value Chain Partners – Company has a procedure in place to redress grievances from these stakeholders. Contact details to report any grievance is available on the Company's website. [Fairchem || Contact us](#)

Employees & workers – The whistle blower policy/ vigil mechanism of the company provides grievance redressal mechanism to all the employees and workers. The same is hosted on company's website. [Whistle-Blower-Policy-FOL.pdf \(fairchem.in\)](#)

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Increase in renewable energy share	O	Increase in share of renewable energy will help company in reducing emissions.	-	Positive
2	Climate Change	O	Company may adopt climate resilient infrastructure and move a step ahead amongst peers.	-	Positive
3	Wastewater Management	R	Wastewater generated in the plant may have adverse impact on the environment if discharged without treatment.	Company has installed ETP and high TDS RO in the plant to treat wastewater. Company is utilizing treated water within the organization by committing to zero liquid discharge. Company has also developed rainwater harvesting arrangement in the factory premises. Manufacturing plant of the company is paved to prevent under ground water contamination.	Negative
4	Responsible waste management	R	Hazardous waste generated in the company may cause harm to the environment if not handled responsibly.	Waste generated in the company is being sent to GPCB approved co-processing unit and then utilized by the cement manufacturing unit(s).	Negative

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)
5	Occupational Health & Safety	R	Company's business operation might involve occupational injuries since workers are exposed to plant equipment and handle various ingredients.	Company is conducting regular safety training for all the employees & workers. Company also organizes third party safety audit of the plant.	Negative
6	Employment & labour rights	R	Unethical labour practices and unsatisfied employment might result in fine and penalties resulting in reputational risk.	Company has developed various policies to benefit employees and workers of the company. These policies are around employment rights, safety practices, suggestion scheme, canteen facilities etc. Company has provided labour camps to the contract workers with adequate accommodation facilities.	Negative
7	Human rights	R	Breach of human rights might result in fine and penalties resulting in reputational risk.	Company has conducted awareness training on human rights at workplace for all the employees & workers.	Negative
8	Brand management	O	Brand management is an opportunity in terms of reputation in the market.	-	Positive
9	Compliance management	R	Non-compliance leads to reputational risk.	Company has dedicated compliance team to address regulatory compliances.	Negative
10	Business ethics	R	Unethical business practices lead to reputational risk.	Company has formulated whistle blower policy, POSH policy, Code of Conduct to ensure adherence to business ethics.	Negative

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)
11	Talent attraction, training & development	O	Skilled and trained employees/workers increase the productivity within the organization.	-	Positive
12	Customer retention	O	Retaining customers brings good reputation to the business of the company.	-	Positive

SECTION B: MANAGEMENT & PROCESS DISCLOSURE

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

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

I. Policy and management processes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	N	Y	N	N	Y	N	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
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.	N	N	N	N	N	N	N	N	N
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	N	Y	N	N	Y	N	N	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Y	N	Y	N	N	Y	N	N	Y

Note:

Company's business model is based on the concept of converting waste into wealth. Company procures waste generated during vegetable oil refining process having the ultimate origin of agriculture from the oil refineries and converts it into a value-added product which becomes input to other process industries. The waste is also transported responsibly to our location by logistic partners.

5. Company has following targets as per the NGRBC Principles:

Principle 1 – Zero Corruption & Bribery

Principle 3 – Zero Harm

Principle 6 – Zero Liquid Discharge

Principle 9 – 100% Customer Satisfaction

6. Performance of entity on the targets:

Company has achieved targets under Principle 1, Principle 6 and Principle 9. However, there were few minor incidents in this FY, hence company is yet to achieve target of Zero Harm.

II. Governance, Leadership and Oversight**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).**

Envisioning to be the leading renewable specialty chemical company, Fairchem Organics Limited is committed to demonstrate its highest level of service towards Environment, Social and Governance. Each operation in our plant which we undertake, we make sure and keep a track to act responsibly towards the environment and the society. Practicing the best in the domain of Specialty Oleo Chemical segment, we always standardize and strategize all our operations those are environment friendly.

Under the umbrella of ESG, we, Fairchem Organics Limited, have initiatives towards ensuring ethical practices for environment protection, reducing water and Air pollution. In addition to these, we always value safety and security of our stake holders who are vital for us in each step of business for creating and setting a new height in the specialty chemicals domain.

Being the sole / largest Indian manufacturer of Dimer acid and Linoleic acid, Fairchem Organics Limited has always a set of standard practices that it follows in its day to day operations, which make sure that we act responsibly when it comes to Environmental, Social and Governance (ESG). We use organic by-products having origin of agriculture, generated during refining process in vegetable oil refineries to make organic products used in printing ink, paint and soaps, epoxy hardener, etc. In addition to this, the solid waste generated by us is also sent to co-processing unit and then utilized by the cement units. Thus, we have created a cycle of reusing the waste materials to reduce waste generation aligning towards the principle of reuse, recycle and reduce. We use latest technologies to minimize waste and ensure safety and healthy practices. Our sound E-waste management policy also ensures the disposal of such waste in an environmentally friendly manner that will not have any adverse impact on environment. Adhering to best practices in environment, we have a buy back mechanism where we return back the E-Wastes and battery waste generated by us. Also, the solid waste generated in the plant is sent in a timely manner for appropriate treatment or disposal. We are very proud to state that Fairchem Organics Limited have zero plastic waste generation from the operations at the plant.

We have taken number of initiatives towards reducing greenhouse gas emission. We have started to use renewable energy in our operations, and we have also undertaken various energy conservation initiatives in our process plant.

We at Fairchem are committed to Zero liquid discharge by using High TDS RO and reusing the treated water within the plant. We treat the wastewater in the installed ETP and high TDS RO in the plant and utilize the same within the organization. Also, Manufacturing plant is paved to prevent under ground water contamination as we are committed to zero water discharge.

We always believe that our stake holders are the vital and crucial part in our business. So we always keep eye on the safety of our employees. Regular safety trainings are taking place in the plant premises to achieve the goal of zero incident. We have developed various policies to benefit employees and workers, which include employment rights, safety practices, suggestion scheme, canteen facilities, etc. We also conducted awareness training on human rights at workplace for all the employees & workers of our organization.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

The officials forming part of the top management reporting to M.D. and Technical head are responsible for implementation 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.

Yes, MD is responsible for decision making on sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Board and top management of the company is responsible for the implementation of the policies. The policies are periodically reviewed by the board. All the policies are communicated to the employees and workers at the time of onboarding.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board ensures the compliance with statutory requirements during the annual review of the policies. During the review, any new statutory development is incorporated into the existing policies to avoid any form of non-compliance.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Yes, EHS Policy of the company was assessed by HSE-RM Solutions (an external agency) during safety audit of the Company. However, other policies of the Company are only assessed internally.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable. The company has formulated policies in accordance with nine NGRBC principles.								
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
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	Though formal training is not organized, at each board meeting, Chairman and Managing Director gives a detailed explanation about the business of the company and the initiatives taken periodically.		
Key Managerial Personnel			
Employees other than BoD and KMPs	EHS - 6 trainings Human rights - 1 training Soft skills - 7 trainings	Principle 5 - human rights Principle 3 - Health & Safety Principle 1 - leadership	Human rights - 100% EHS - 100% Soft skill - 19.37%
Workers	EHS - 6 trainings Human rights - 1 training	Principle 5 - human rights Principle 3 - Health & Safety	Human rights - 100% EHS - 36.45%

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

Note: The Company has not received any form of fine/ penalties/ punishment/ award/ compounding fees against any of the NGRBC Principles for this reporting period.

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	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable. The company has not received any form of penalties for any of the NGRBC Principles for this reporting period.	

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, Company has Code of Conduct for senior management and employees which expects to act in accordance with the highest standard of personal and professional integrity, honesty and business ethics while discharging their duties. As per the Code, employees should demonstrate and promote professional behavior to acquire skills, knowledge, and attitude to improve performance. Company promotes freedom of expression and open communication practices to foster respectful and collaborative working environment and ethical business practice.

The Code prohibits to accept any offer, payment or value from customers, vendors etc. which intends directly or indirectly to influence any of the business decision. The Code also discourages to divulge any information to outsiders which may have material impact on the business of the Company to derive any personal benefit. The Code reckons due and timely compliance of all the laws, rules and regulations applicable to the Company.

The Code is applicable to all the employees and is communicated to all the relevant stakeholders at the time of onboarding. The Code is complemented by the Whistle Blower Policy of the Company which provides mechanism to report any breach to the Code

and fraudulent activities.

The Code of Conduct and Whistle Blower Policy is being hosted in the Company's official website –

<https://fairchem.in/investor-relations/Policies/Code-of-Conduct.pdf>

<https://fairchem.in/investor-relations/Policies/Whistle-Blower-Policy-FOL.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:

Note: There were no instances where any disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against Directors/KMPs/employees/workers during the reporting period and previous FY.

	FY 2022-23 (Current Financial Year)	FY 2021-22(Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Note: There were no instances of conflict of interest reported during the reporting period and previous FY.

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Director	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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.

The company has not received any form of fine/ penalties/ punishment/ award/ compounding fees against any of the NGRBC Principles for this reporting period. Hence, no such corrective actions are being 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.

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 FY 22-23	Previous FY 21-22	Details of improvement in environmental & social impacts
R&D	-	-	-
Capex	-	-	-

Note: The company has equipment /other required infrastructure in place to prevent the air and water pollution.

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

Yes.

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

Yes.100% our raw materials are from sustainable sources as they are generated during refining process of vegetable oils having ultimate origin of agriculture.

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.

Not applicable.

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.

No, EPR is not applicable to the entity's activities.

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:

Note: Permanent employees - Company has provision for maternity benefits as per the requirement of statutory law. However, in the FY 22-23, there were no female employees in the company. We are also giving paternity benefits to our employees who request for the same

Other than permanent employees – Company has no employees in the category of other than permanent in FY 22-23.

Category	% of employees covered by										
		Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	128	127	99.2	127	99.2	-	-	-	-	-	-
Female	0	0	0	0	0	-	-	-	-	-	-
Total	128	127	99.2	127	99.2	-	-	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Note: However, in the FY 22-23, there were no female workers in the company. Hence, no claim for maternity benefits was made. Similarly, there were no claim for paternity benefits during the reporting period.

Other than permanent workers – All the workers falling under this category are covered under ESIC which provides health, accident, maternity, and disability benefits.

Category	% of workers covered by										
		Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	87	87	100	87	100	-	-	-	-	-	-
Female	0	0	0	0	0	-	-	-	-	-	-
Total	87	87	100	87	100	-	-	-	-	-	-
Other than Permanent Employees											
Male	110	110	100	110	100	-	-	-	-	-	-
Female	5	5	100	5	100	5	100	-	-	-	-
Total	115	115	100	115	100	-	-	-	-	-	-

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.)
ESI	1.5	78.21	Y	0.74	84.53	Y
PF	99.2	100	Y	99.25	100	Y
Gratuity	100	43.06	Y	100	100	Y
Others	-	-	-	-	-	-

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.

Company's office premises are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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, Employment/ Workplace Policy of the Company has equal opportunity clause, which prohibits discrimination on the basis of disability and guarantees equal opportunity to all based on merit.

The Policy is being hosted in the Company's official website at <https://www.fairchem.in/investor-relations/Policies/Employment-Work-Place-Policy.pdf>

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

Note: Not applicable. During the reporting period no maternity and paternity benefits were taken by any of the employees and workers. Kindly refer to essential indicator 1.a. and 1.b. for explanation.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Company has a mechanism available to receive & redress grievances for the permanent & temporary categories of employees & workers. This mechanism is communicated to the relevant stakeholders at the time of onboarding.
Other than Permanent Workers	
Permanent Employees	<p>The mechanism provides provision to directly communicate the grievance through various modes with the immediate superior/ supervisor for its redressal. The superior is responsible to redress the same within 2-3 working days. Complainant can raise first level of escalation to the Head of the Department.</p> <p>Head of Department has to resolve the issue with the help of HR within 5 working days</p> <p>The second level of escalation can be raised to COO/CFO through HR.</p> <p>Complainant can also raise the issue in the Open House at the Unit Level and to the MD as well. Decision of the MD will be considered as the final verdict.</p> <p>Employees and workers can raise their voices through suggestion scheme of the company.</p>
Other than Permanent Employees	

7. Membership of employees & workers in association(s) or Unions recognized by the listed entity.

Note: Not Applicable. None of the Employees and workers of the company has any membership with any association or union recognized by the Company.

8. Details of training given to employees & workers.

Note:

Company has imparted health and safety trainings to employees on the following topics:

- Safety work permit with effective supervision
- Handling fire emergencies
- Mob. Crane safety & hazards associated with M.C
- First aid & emergency preparedness
- MSDS, work permit & safe working environment
- Fire handling & fire extinguisher training

For skill up-gradation, company has provided training on following topics:

- Leadership & its qualities & Style
- Manager as a Leader / Role of Manager
- Managerial Skills & Attributes
- KAIZEN
- Communication & Report writing
- Contract
- Time Management & Cost effectiveness

Category	FY 2022-23 (Current Financial Year)					Total (D)	FY 2021-22 (Previous Financial Year)			
	Total (A)	On Health and Safety Measures		On Skills upgradation			On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	128	61	47.65	26	20.31	135	52	38.51	23	17.03
Female	0	0	0	0	0	0	0	0	0	0
Total	128	61	47.65	26	20.31	135	52	38.51	23	17.03
Workers										
Male	197	70	35.53	0	0	177	22	12.42	11	6.21
Female	5	0	0	0	0	4	0	0	0	0
Total	202	70	34.65	0	0	181	22	12.15	11	6.07

9. Details of performance & career development reviews of employees & workers:

Note: The performance review in the company is done in a different manner. The founder promoter and MD of the company is available in the factory/office around the year for full day (except when he is travelling). He is generally aware about job profile and actual work done by almost all the employees except the helpers. During annual review he is firstly informally assesses the work done by different departments. He then identifies the department (s) which have performed better than average and then identifies important persons who have contributed significantly to this below average performance. While all other employees are getting increments based on their respective management cadre, these identified employees are rewarded with higher increment. Over a period of time, we have realized that instead of individual review assessment which has its own advantages & disadvantages, this innovative method of review works better for the company.

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?

No, Company does not have any occupational health and safety system. However, Company has adopted and implemented an Environment, Health and Safety Policy. This policy covers commitment towards workplace safety and ensure compliance to all the applicable health and safety regulations. Company has implemented following plans to achieve safe workplace:

- Personal Protective Equipment Plan – This plan elaborates general responsibility of the functional manager to make sure that all the employees and workers are provided with the PPE kits. It also specifies the type of PPE used for a particular kind of job such as – material handling, electrical work, housekeeping etc.
- On Site Emergency Plan – The onsite emergency plan provides guidelines to the personnel at company premises regarding actions to be taken by the key personnel and other employees to coordinate various activities with different agencies both internal as well as external to prevent escalation of the situation and to control it. This plan not only covers work related hazards but also provide emergency plan for natural calamities.

Both the plans are communicated to employees and workers at the time of onboarding. Company also organizes training on health & safety measures, mock drill, toolbox talk etc. at workplace for the employees and workers.

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

The company has established Health and safety Risk Management practices to identify work-related hazards and assess risks on a routine and non-routine basis. This includes Hazard Identification and Risk Assessment (HIRA) through which Company identifies workplace-related hazards and risks on periodic basis and appropriate corrective actions to mitigate the same. The process of risk identification includes continual risk identification, assessment, and mitigation, with active participation of the workforce in the operations.

Company also organizes third party safety audits once in two years.

Company has constituted Safety Committee at plant level and has members from each department. This committee meets quarterly to discuss the safety related issues and records the minutes of meetings as safety committee agenda. This committee also has one member from management.

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

Yes, workers can report the work-related hazards through employee suggestion scheme, regular open house technical meetings and safety committee feedbacks.

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

Yes, health insurance has been provided to all the employees and workers. They are getting emergency medical services from a multispecialty hospital through company's tie up which is very near to factory 24x7. All the workers are covered under ESIC which provides health, medical, maternity and disability benefits & related social security benefits.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	9.6	0
	Workers	16.2	0
Total recordable work-related injuries	Employees	3	0
	Workers	8	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 workplace.

Company takes following measures to ensure a safe and healthy workplace:

- Use of PPEs
- Implementation of work permit system
- Regular training on health & safety areas and toolbox talks
- Maintenance of cleanliness and hygiene at workplace
- Safety net is used wherever required
- Proper guarding of machinery and moving parts
- Periodic mock drills of firefighting system.

13. Number of Complaints on the following made by employees & workers.

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessment of the year.

Note: Plant and office of the company were assessed by third party during the safety audit.

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There were no safety related incidents during the year.

The Company has taken all the necessary corrections based on the recommendation from the safety audit. These recommendations were related to:

- Proper fitting of electrical appliances and wiring
- Adequate guarding of machineries
- Appropriate measures to be taken in case of chemical spillage
- Sanitation at workplace
- Visual display instructions
- Safe measures to be taken while working in the height and confined space.

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.

Company has identified following stakeholders as per the importance they hold to company's business.



Stakeholder	Importance to Business
Suppliers & vendors	The suppliers and vendors of the company are vegetable oil refineries from whom company purchases its raw materials and suppliers of capital goods, spares and other required inputs and providers of various services.
Employees & workers	Employees and workers of the company are the backbone of the company's business.
Logistic partners	Logistic partners play vital role in safe and responsible transportation of the raw materials, final products and machineries and spares.
Regulatory authorities	Regulatory authorities such as State Pollution Control Board, local authorities, Securities Regulator through stock exchanges and court of law provide guidance to the company to operate without causing harm to the environment and society and protecting interest of the investors.
Community	Community is important for company's business since it is part of society at large to which company's employees, workers, and customers belong.
Customers	Customers are the driving force of the company's business as they help in generating revenue.
Board of directors & leadership	Board of directors and leadership of the company are the decision-making authorities.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices 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 engagements
Employees & Workers	N	<ul style="list-style-type: none"> • Departmental meetings • HR Programs • Meetings, seminars and reviews • Circulars 	Periodically	<ul style="list-style-type: none"> • Understanding the expectations of the employees & workers • Discussion on fair remuneration structure
Logistic Partner	N	<ul style="list-style-type: none"> • Logistic partner meets 	Periodically	<ul style="list-style-type: none"> • Discussion on the safe & responsible transportation of raw material and final product
Customers	N	<ul style="list-style-type: none"> • Formal & informal feedback • Email 	Periodically	<ul style="list-style-type: none"> • Procuring feedback from the customers and areas of improvement • Quality & reliability of the product
Government Regulatory / Authorities	N	<ul style="list-style-type: none"> • S c h e d u l e d meetings 	Periodically	<ul style="list-style-type: none"> • On time compliance of environment & social regulations
Community	N	<ul style="list-style-type: none"> • CSR meets • Stakeholder meets 	Periodically	<ul style="list-style-type: none"> • Understanding the expectations of communities with respect to CSR initiatives
Vendors and Suppliers	N	<ul style="list-style-type: none"> • Contract revision & negotiation meetings • Suppliers meet 	Periodically	<ul style="list-style-type: none"> • C o n t r a c t negotiation
Board of Directors & Leadership	N	<ul style="list-style-type: none"> • Board meetings • Circulars 	Periodically	<ul style="list-style-type: none"> • E f f e c t i v e implementation of the ESG policies & procedures • Discussion on the future of business

PRINCIPLE 5 - Businesses should respect and promote human rights**ESSENTIAL INDICATORS****1. Employees & workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format.**

Note: Company has initiated training on human rights from the current FY 22-23.

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)
Employees						
Permanent	128	128	100	-	-	-
Other than permanent	0	0	0	-	-	-
Total Employees	128	128	100	-	-	-
Workers						
Permanent	87	46	52.87	72	-	-
Other than permanent	115	115	100	115	-	-
Total Workers	202	161	79.70	187	-	-

2. Details of minimum wages paid to employees & 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)
Employees										
Permanent employees										
Male	128	0	0	128	100	135	0	0	135	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent employees										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent workers										
Male	87	0	0	87	100	72	0	0	72	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers										
Male	110	110	100	0	0	105	105	100	0	0
Female	5	5	100	0	0	4	4	100	0	0

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

Note: Company has provided annual median for the categories given below.

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	Sitting fees are paid to independent directors/ members of the committee for attending meetings of board, audit committee, risk management committee, CSR committee. Non-independent directors are not paid any sitting fees for attending board meeting or any committee meeting.	1	Sitting fees are paid to independent directors/ members of the committee for attending meetings of board, audit committee, risk management committee, CSR committee. Non-independent directors are not paid any sitting fees for attending board meeting or any committee meeting.
Key Managerial Personnel	2	INR 1,67,74,000	NA	NA
Employees other than BoD and KMP	126	INR 9,35,348	NA	NA
Workers	87	INR 3,37,292	NA	NA

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

Yes.

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

The internal grievance mechanism of the company serves as the mechanism to address human rights issues. This mechanism is communicated to the relevant stakeholders at the time of onboarding. The mechanism provides provision to directly communicate the grievance through any mode with the immediate superior/supervisor for its redressal. The superior is responsible to redress the same within 2-3 working days. Complainant can raise first level of escalation to the Head of the Department. Head of Department has to resolve the issue with the help of HR within 5 working days. The second level of escalation can be raised to COO/CFO through HR. Complainant can also raise the issue in the Open House at the Unit Level and to the MD as well. Decision of the M.D. will be considered as the final verdict.

Company also has a Contract Labour Engagement policy and Employee Workplace policy which prohibits any form of human right breach such as – child labour, forced labour, non-compliance to labour rights etc.

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

Note: Company has not received any complaints on the human rights in reporting year and previous FY.

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

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

The Whistle Blower Policy, Code of Conduct, Internal Grievance Policy, and POSH Policy of the Company provide mechanism to report any grievances to the company without facing any adverse repercussions. Company respects the anonymity of the complainant and ensures that identity remains confidential. Hence, complainant approaching the company through aforementioned mechanism or through any other mode is protected from any adverse consequences

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

Yes.

9. Assessments for the year:

Note: Company has assessed its plant and offices internally for any human rights breach.

	% 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	-

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. There were no reported incidents of human rights breach in the Company during this reporting period. There were no reported instances of child labour and sexual harassment at workplace.

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:

Note: All the values are in Giga Joules (GJ).

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	39243.19 GJ	43090.12 GJ
Total fuel consumption (B)	406598.60 GJ	462960 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	445841.79 GJ	506050.12 GJ
Energy intensity per million rupees revenue from operations (Total energy consumption/revenue from operations in million rupees)	68.91	78.72
Energy 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.

Yes, limited assurance on electricity and fuel consumption for FY 2022-23 by KPMG Assurance & Consulting Services LLP.

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.

Not applicable.

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)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	45764.63 KL	48797 KL
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	45764.63KL	48797 KL
Total volume of water consumption (in kilolitres)	45764.63 KL	48797 KL
Water intensity per million rupee revenue from operations (Water consumed / revenue from operations)	7.07	7.59
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.

Yes, limited assurance for FY 2022-23 by KPMG Assurance & Consulting Services LLP.

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

Yes, the Company's manufacturing plant has implemented a mechanism for zero liquid discharge.

Wastewater generated in the company is treated through high TDS RO and then it is vaporized for further purification. The vapor in gaseous form is condensed using condenser to obtain pure form of water. MEE salt is generated as the residue of the vaporization and is sent to co-processing units for utilization in cement industries as per GPCB guideline.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	KG/YEAR	9697	10567
SOx	KG/YEAR	19626	21359
Particulate matter (PM)	KG/YEAR	1809	1904
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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, limited assurance on Sox, NOx and PM for FY 2022-23 by KPMG Assurance & Consulting Services LLP.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	t CO ₂ eq	38860.80	44370.29
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)	t CO ₂ eq	7625.78	8553.51
Total Scope 1 and Scope 2 emissions per million rupee of turnover	Million Rs.	7.18	8.23
Total Scope 1 and Scope 2 emission 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.

Yes, limited assurance on Scope 1 and Scope 2 emissions for FY 2022-23 by KPMG Assurance & Consulting Services LLP.

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

Yes, company has taken initiatives to reduce greenhouse gas emissions by switching to renewable energy sources, in a small way and less energy consuming products.

Company has installed 79 LEDs at office and 605 LEDs at plant site. There are 85 VFDs in the plant and office premises. Company has its own renewable energy source as roof top solar system with capacity to generate 250 KW and 1 KW of electricity.

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)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)*	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.28	0.48
Radioactive waste (F)	0	0
Hazardous waste (G) – Spent Bleaching Earth	2478.88	2002.98
Other Non-hazardous waste generated (H) - ETP Sludge	72.95	95.59
Other Non-hazardous waste generated (H) - MEE Salt	1119.06	318.47
Total (A+B + C + D + E + F + G + H)	3671.17	2417.52
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	0	0
(ii) Re-used	0	0
(iii) Other recovery options	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling – ETP Sludge	13.69	10
(iii) Co-processing – ETP sludge	59.26	85.59
(iv) Co-processing – spent bleaching earth	2478.88	2002.98
(v) Co-processing – MEE salt	1119.06	318.47
(vi) Plastic waste**	5.29	5.96
(vii) Battery waste (buy back)	0.28	0.48
Total	3676.46	2423.48

*In the reporting period there was very minimal amount of e-waste responsibly disposed through authorized dealer. The total value of waste was INR 2518.

**Company is not generating any plastic waste through its operations neither there is any product linked plastic waste.

The quantity of disposed plastic waste is related to procured materials.

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, limited assurance on disposal of ETP Sludge, MEE Salt and Spent Bleaching Earth for FY 2022-23 by KPMG Assurance & Consulting Services LLP.

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

Company procures by-products generated during the vegetable refining process as its raw materials from the refineries to mainly produce various fatty acids falling under Oleo chemicals. The only hazardous waste generated is spent bleaching earth which is being sent to co-processing unit along with ETP sludge and MEE salt from where it goes to the cement industries.

Company has an EHS Policy promoting waste minimization and recycling with aid of latest technologies and practices. E-waste management policy of the company also propagates the disposal of waste in an environmentally sound manner. E-waste and battery waste generated in the company is returned back to the producer through buy-back mechanism. Solid waste generated at the plant is sent for appropriate treatment / disposal to GPCB approved site as per Municipal Solid Wastes (Management and Handling) Rules, 2000.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N)	If no, the reasons there of and corrective action taken, if any.
Not Applicable. Plant and office of the company situated within the plant premises only do not fall under ecologically sensitive areas.				

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
There is no ongoing EIA of any project of the company in current financial year.					

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

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
Yes, company is compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention & Control of Pollution) Act, Air (Prevention & Control of Pollution) Act, Environment Protection Act & rules thereunder.				

LEADERSHIP INDICATORS

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

Note: Company's renewable source of energy is Solar Energy. Company has roof top solar energy with capacity of 250 KW and 1 KW.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	847.67 GJ	22.5 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	847.67 GJ	22.5 GJ
From non-renewable sources		
Total electricity consumption (D)	38395.51 GJ	43066.66 GJ
Total fuel consumption (E)	406598.60 GJ	462960 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	444994.11 GJ	506026.66 GJ

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, limited assurance for FY 2022-23 by KPMG Assurance & Consulting Services LLP

2. Provide the following details related to water discharge:

Company commits to zero liquid discharge and have not discharged any water during current and previous FY

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.

Two.

- 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.	Gujarat Chamber of Commerce and Industry (GCCCI)	State - Gujarat
2.	CHEMEXCIL (an export promotion council administered by The Ministry of Commerce and Industry)	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.

Name of authority	Brief of the case	Corrective action taken
There were no instances of anti- competitive conduct by the entity reported in the current FY.		

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
Not applicable.					

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of projects affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not applicable.						

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

Company receives grievances from the community through written letters, phone call and emails. All these details are available on the company's website. These grievances are then transferred to the concerned department for the resolution. Company provides enough time for the resolution depending on the gravity of the grievance. Appropriate measures are taken by the company to resolve any grievance pertaining to the committee.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	4.18%	0.72%
Sourced directly from within the district and neighboring districts	Sourcing from within the district and neighboring district is less than 2% of our total purchases in both FYs.	

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.

Company has a process in place to receive and respond to complaints and feedback from the business who are customers of the company. There are designated SPOC for each product and businesses reach out to these SPOCs for any complaint and query. These SPOC manages the grievances and provide solutions to the businesses.

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

MSDS is provided to all the customers.

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

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

Note: There were no complaints in the current and previous FY with respect to Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices.

	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	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

- 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, company has a policy on cyber security and data privacy related risks. This policy is being hosted on Company's website at <https://www.fairchem.in/investor-relations/Policies/Cyber-Security-and-Data-Privacy-Policy.pdf>

- 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not applicable.

LEADERSHIP INDICATORS

- 4. Does the entity display product information on the product over & 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).**

Not Applicable. Company is not mandated by local law to display product information on the product.

The Company's Business is on B to B Basis i.e. most of its customers are manufacturing companies and any feedback with respect to the product and satisfaction is directly provided by them to the concerned SPOC of the product.

Independent Limited Assurance Report to Fairchem Organics Limited on the Select non-financial disclosures in the Business Responsibility and Sustainability Report for the Financial Year 2022-23

To

The Management of Fairchem Organics Limited

253/P & 312, Village Chekhala, Sanand – Kadi Highway,
Taluka Sanand, Dist. Ahmedabad – 382 115, India

We ('KPMG Assurance and Consulting Services LLP', or 'KPMG' or 'the firm') have been engaged by **Fairchem Organics Limited** ('the Company') for the purpose of providing independent limited assurance on the select non-financial disclosures in its **Business Responsibility and Sustainability Report for FY 2022-23** ('the Report') as described in the 'scope, boundary, and limitations' below.

We were engaged by the management of Fairchem Organics Limited to report on its select non-financial disclosures with respect to employees and workers, training given to employees & workers, health and safety incidents, energy, water emissions, and waste (hazardous waste disposal) in its Business Responsibility and Sustainability Report 2022-23 in the form of an independent limited assurance conclusion that, based on our work performed and evidence obtained, nothing has come to the attention that causes us to believe that the select non-financial disclosures in the Report are not properly prepared, in all material respects, based on the Business Responsibility and Sustainability Reporting Framework (BRSR).

Company's Responsibilities

The management of the Company is responsible for preparing the **Business Responsibility and Sustainability Report 2022-23** that is free from any material misstatement in accordance with the reporting criteria of the **Business Responsibility and Sustainability Reporting Framework (BRSR)** and for the information contained therein. The management at the Company is also responsible for preparing the designed report accompanying this statement. The Company's responsibility includes designing, implementing, and maintaining internal controls relevant to the preparation and presentation of the select non-financial disclosures in the **Business Responsibility and Sustainability Report 2022-23** that are free from material misstatement, whether due to fraud or error. It also includes conducting the materiality assessment process mentioned in the **Business Responsibility and Sustainability Reporting Framework (BRSR)** to identify material topics relevant to the Company based on the responses of the internal and external stakeholders. The Company ensures that it complies with the **Business Responsibility and Sustainability Reporting Framework (BRSR)** and local regulations applicable to its activities. It designs, implements, and effectively operates controls to achieve the stated control objectives; selects and applies policies; makes judgments and estimates that are reasonable in the circumstances; and maintains adequate records in relation to the select non-financial disclosures in the **Business Responsibility and Sustainability Report 2022-23**.

The Company is also responsible for preventing and detecting fraud and for identifying and ensuring that it complies with laws and regulations applicable to its activities. The Company is responsible for ensuring that its staff involved with the preparation of the select non-financial disclosures in its **Business Responsibility and Sustainability Report 2022-23** are properly trained, systems are properly updated, and any changes in reporting encompass all significant operational sites.

Our Responsibilities

Our responsibility is to examine the select non-financial disclosures in the **Business Responsibility and Sustainability Report 2022-23** prepared by the Company and to report thereon in the form of an independent limited assurance conclusion based on the evidence obtained. We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform our procedures to obtain a meaningful level of assurance about whether the select non-financial quantitative disclosures in the Report comply with the **Business Responsibility and Sustainability Reporting Framework (BRSR)** in all material respects, as the basis for our limited assurance conclusion.

The firm applies International Standard on Quality Management, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), which is founded on the fundamental principles of integrity, objectivity, professional competence, and due care, confidentiality, and professional behavior. The procedures selected depend on our understanding of the select non-financial disclosures in the **Business Responsibility and Sustainability Report 2022-23** and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise.

In obtaining an understanding of the select non-financial disclosures in the **Business Responsibility and Sustainability Report 2022-23** and other engagement circumstances, we have considered the process used to prepare the select non-financial disclosures in the Report in order to design assurance procedures that are appropriate in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the Company's processes or internal controls over the preparation and presentation of the select non-financial disclosures in **Business Responsibility and Sustainability Report 2022-23**.

Our engagement also included: assessing the appropriateness of the select non-financial disclosures in the **Business Responsibility and Sustainability Report 2022-23** and the suitability of the criteria used by the Company in preparing the select non-financial disclosures in the Report in the circumstances of the engagement, evaluating the appropriateness of the methods, policies, and procedures, and models used in the preparation of the select non-financial disclosures in the Report and the reasonableness of estimates made by the Company.

The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. As part of this engagement, we have not performed any procedures by way of audit, review, or verification of the financial disclosures nor of the underlying records or other sources from which the financial statements and information were extracted.

Assurance Procedures

Our assurance process involves performing procedures to obtain evidence about the reliability of specified disclosures. The nature, timing, and extent of the procedures selected depend on our professional judgment, including the assessment of the risks of material misstatement of the select non-financial disclosures whether due to fraud or error. In making those risk assessments, we have considered internal controls relevant to the preparation of the Report to design assurance procedures that are appropriate in the circumstances.

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the select non-financial disclosure is likely to arise. The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the select non-financial disclosures, we:

- Evaluated the suitability in the circumstances of the Company's use of the reporting criteria, as the basis for preparing the select non-financial disclosures.
- Through inquiries, obtained an understanding of the Company's control environment, processes, and information systems relevant to the preparation of the select non-financial disclosures, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness.
- Evaluated whether the Company's methods for developing estimates are appropriate and had been consistently applied, but our procedures did not include testing the data on which the estimates are based or separately developing our own estimates against which to evaluate the Company's estimates.
- Undertook site visits to the Company's manufacturing unit at Chekhala, Sanand- Kadi Highway, District Ahmedabad in India. We selected these sites based on the nature & size of the operations, the contribution of the site to the select non-financial disclosures, and the geographic location of the site.
- Tested, at each site visited, a limited number of items to or from supporting records, as appropriate.
- Performed analytical procedures by comparing the expected performance data of the select non-financial disclosures with the actual performance data and made inquiries of management to obtain explanations for any significant differences we identified.
- Considered the presentation and disclosure of the non-financial disclosures.
- Appropriate documentary evidence was obtained from the relevant authority at respective sites to support our conclusions on the information and data reviewed.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Scope, Boundary, Characteristics, and Limitations

The scope of assurance covers the sustainability data related to the select non-financial disclosures based on the reference reporting criteria for the period starting from 1st April 2022 to 31st March 2023, as mentioned in the table below:

Reference Reporting Criteria – Business Responsibility and Sustainability Reporting Framework (BRSR)
Section A
Q. 18 a – Employees and workers (including differently abled)
Principle 3
E8 – Details of training given to employees & workers (health & safety, skill upgradation)
E11 - Safety-related incidents
Principle 6-
E1 - Total energy consumption (in Joules or multiples)
E3 - Water withdrawal by source (in kilolitres)
E5 - Details of air emissions (other than GHG emissions)
E6 - Details of greenhouse gas emissions (Scope 1 & Scope 2 emissions)
E8 - Details related to waste management (Hazardous waste disposal – ii, iii, iv, and v.)
L1 - Total electricity consumption (Renewable sources)

Limitations

The assurance scope excludes the following:

- Data related to the Company's financial performance and data disclosed under the Business Responsibility & Sustainability Report (BRSR) of the Company.
- Data and information outside the defined Reporting Period
- Data outside the operations mentioned in the Assurance Boundary above unless and otherwise specifically mentioned in this report.
- The Company's statements that describe the expression of opinion, claim, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in reporting criteria above.
- Aspects of the Report other than those mentioned under the scope and boundary above.
- Review of legal compliances.

Our scope and associated responsibility exclude for the avoidance of doubt, any form of review of the commercial merits, technical feasibility, accuracy, or compliance with applicable legislation for the project, and accordingly we express no opinion thereon. We have also not verified any likelihood, timing, or effect of possible future-oriented information and commercial risks associated with the Report, nor comment upon the possibility of any financial projections being achieved. We have relied on the data furnished by the Company and have not independently verified the information or efficacy and reliability of the Company's information technology systems, technology tools/platforms or data management systems. **Fairchem Organics Limited** is responsible for making management decisions, including accepting responsibility for the results of our services.

Conclusion

Our conclusion has been formed on the basis of and is subject to, the matters outlined in this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Based on our limited review and procedures performed, nothing has come to our attention that causes us to believe that the select non-financial disclosures in the Company's **Business Responsibility and Sustainability Report 2022-23** are not properly prepared, in material aspects, based on the **Business Responsibility and Sustainability Reporting Framework (BRSR)**.

The select non-financial disclosures in **Business Responsibility and Sustainability Report** have been evaluated against the **Business Responsibility and Sustainability Reporting Framework (BRSR)**. These criteria have been developed only for ESG-related disclosures. As a result, the select non-financial disclosures in the Company's **Business Responsibility and Sustainability Report 2022-23** may not be suitable for another purpose.

Independence

The assurance was conducted by a multidisciplinary team including professionals with suitable skills and experience in auditing environmental, social, and economic information as per the requirements of ISAE 3000 (Revised). Our work was performed in compliance with the requirements of the IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance team (practitioners) be independent of the assurance client, in relation to the scope of this assurance engagement, including not being involved in writing the Report. The Code also includes detailed requirements for practitioners regarding integrity, objectivity, professional competence, due care, confidentiality, and professional behavior. KPMG has systems and processes in place to monitor compliance with the Code and to prevent conflicts regarding independence. The firm applies ISQC-1, and the practitioner complies with the applicable independence and other ethical requirements of the IESBA code.

Restriction on the Use of Our Report

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than the Company for any purpose or in any context. Any party other than the Company who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. We accept or assume no responsibility and deny any liability to any party other than the Company for our work, for this independent limited assurance report, or for the conclusions we have reached. Our report is released to the Company on the basis that it shall not be copied, referred to or disclosed, in whole (save for the Company's own internal purposes) or in part, without our prior written consent.

Shivananda Shetty

Partner, ESG

KPMG Assurance and Consulting Services LLP

Date: 10 - July - 2023