

KINGFA/SEC/2023-24

Date : 31-08-2023

Corporate Relationship Department,  
**BSE Limited**,  
1st Floor, New Trading Ring,  
Rotunda Building, P.J. Towers  
Dalal Street, Fort, Mumbai - 400001.  
**Scrip Code : 524019**

Listing Compliance Dept.  
**National Stock Exchange of India Limited**  
Exchange Plaza,  
Bandra Kurla Complex, Bandra East,  
Mumbai - 400051  
**Symbol : KINGFA**

**Sub.: Business Responsibility and Sustainability Report for FY2022-23**

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report ('BRSR') for the financial year 2022-23.

The aforesaid report is also available on the website of the Company at [www.kingfaindia.com](http://www.kingfaindia.com).

You are requested to kindly take the same on your record.

Thanking you.

Yours faithfully,  
**For Kingfa Science & Technology (India) Limited,**

**Nirnoy Sur**  
Company secretary & Compliance Officer  
**Encl.:** As above

- Mr. Bo Jingen (Managing Director) 3.89:1  
Mr. D. Balaji (WTD / Executive Director) 7.11:1
- (ii) **The percentage increase in remuneration of each Director, Chief Financial Officer, Chief Executive Officer, Company Secretary or Manager, if any, in the financial year:**  
The percentage of increase in remuneration of each Whole-time Director, Chief Financial Officer and Company Secretary ranges from 0% to 20%.
- (iii) **The percentage increase in the median remuneration of employees in the financial year :**  
The percentage increase in the median remuneration of employees in the financial year is from 0% to 20%.
- (iv) **The number of permanent employees on the rolls of company**  
The total number of permanent employees in the Company is 219 as of 31.03.2023.

- (v) **The Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration.**

Average increase in remuneration is 0-20% for Employees other than Managerial Personnel and 0-20% for Managerial Personnel.

- (vi) **Affirmation that the remuneration is as per the remuneration policy of the company:**

YES

For and on behalf of the Board of Directors

**Bo Jingen**  
Managing Director  
DIN : 06617986

**D. Balaji**  
Executive Director  
DIN : 08256342

Place : Pune

Date : 24<sup>th</sup> May, 2023

**ANNEXURE - V**

## **BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**

### **SECTION A : GENERAL DISCLOSURES**

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

- |  |  |
|--|--|
| 1. Corporate Identity Number (CIN) of the Listed Entity :  | L25209TN1983PLC010438  |
| 2. Name of the Listed Entity :   | Kingfa Science & Technology (India) Limited<br><i>(formerly known as Hydro S&amp;S Industries Limited)</i>   |
| 3. Year of Incorporation :   | 10-11-1983   |
| 4. Registered Office Address :   | Dhun Building, III Floor, 827, Anna Salai,<br>Chennai, Tamil Nadu – 600002.                                  |
| 5. Corporate Address :   | Plot No. F 5/5, Chakan Industrial Area,<br>Phase-2, MIDC, Vasuli Shinde, Khed, Pune,<br>Maharashtra - 410501 |
| 6. E-mail :  | cs@kingfaindia.com   |
| 7. Telephone :   | 044 - 28521736 / 28529240  |
| 8. Website :   | www.kingfaindia.com  |
| 9. Financial Year for which reporting is being done :  | 01-04-2022 to 31-03-2023   |
| 10. Name of the Stock Exchange(s) where shares are listed :  | 1. BSE Ltd.<br>2. National Stock Exchange of India Ltd. (NSE)  |
| 11. Paid - up Capital :  | 12,11,04,610   |
| 12. Name and contact details<br>(Telephone, email address) of the person who may be contacted<br>in case of any queries on the BRSR report : | Mr. Nirnoy Sur<br>Contact - 044-28521736 / 28529240<br>E-mail - cs@kingfaindia.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 basis

## II. Products / services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Plastic Products, Non-metallic mineral products, rubber products, fabricated metal products	100.00%

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.	Modified Thermoplastics	22209	100.00%

## 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	3	4	7
International	0	0	0

17. Markets served by the entity :

- a. Number of locations

Locations	Number
National ( No. of States)	24
International (No. of Countries)	9

- b. What is the contribution of exports as a percentage of the total turnover of the entity? 7.76%

- c. A brief on types of customers - The company serves B2B & B2C Customers consisting OEMs - Original equipment manufacturer (Auto Sector), Non Auto Sector & Medical Field.

## 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		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>EMPLOYEES</b>								
1.	Permanent (D)	194	183	94.33%	11	5.67%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3.	Total employees (D+E)	194	183	94.33%	11	5.67%	0	0.00%
<b>WORKERS</b>								
4.	Permanent (F)	21	21	100.00%	0	0.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6.	Total workers (F+G)	21	21	100.00%	0	0.00%	0	0.00%

## b. Differently abled Employees and workers :

S. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1.	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3.	Total employees (D+E)	0	0	0.00%	0	0.00%	0	0.00%
<b>DIFFERENTLY ABLED WORKERS</b>								
4.	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6.	Total workers (F+G)	0	0	0.00%	0	0.00%	0	0.00%

## 19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	0	0.00%

## 20. Turnover rate for permanent employees &amp; workers (Disclose trends for past 3 years)

	Turnover rate in current FY (2022-23)				Turnover rate in previous FY (2021-22)				Turnover rate in the year prior to the previous FY (2020-21)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	96.65%	3.35%	0.00%	100%	91.22%	8.87%	0.00%	100%	88.48%	11.52%	0.00%	100%
Permanent Workers	100%	0.00%	0.00%	100%	100%	0.00%	0.00%	100%	100%	0.00%	0.00%	100%

## 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	Kingfa Sci. & Tech. Co. Ltd., China	Holding	74.99%	No

## VI. CSR Details

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

(ii) Turnover (in Rs.) : 104,771,30,000

(iii) Net worth (in Rs.) : 38,458,74,000

**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)			PY (2021-22)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	<a href="http://www.kingfa.india.com/images/pdf/WP%20and%20VM.pdf">http://www.kingfa.india.com/images/pdf/WP and VM.pdf</a>	0	0	None	0	0	None
Investors (other than share holders)	Yes		0	0	None	0	0	None
Share holders	Yes		0	0	None	0	0	None
Employees and workers	Yes		0	0	None	0	0	None
Customers	Yes		0	0	None	0	0	None
Value Chain Partners	Yes		0	0	None	0	0	None
Other (please specify)	Yes		0	0	None	0	0	None

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	Employee Wellbeing	Opportunity	Employee wellbeing leads to enhance employee satisfaction, engagement and productivity. When employees feel appreciated and receive adequate support, they are more likely to be motivated and dedicated to their work, resulting in improved business outcomes.	NA	Positive

2	Community Development	Opportunity	Community development drives economic growth by supporting local businesses and creating jobs. It also addresses social issues, promotes social justice, and improves the wellbeing of marginalized communities through increased access to essential services. Supporting CSR activities creates a positive impact on the communities we engage with, addressing needs, promoting sustainability, and enhancing stakeholder relationships.	NA	Positive
3	Water Management /Waste Management	Opportunity	Water and waste management is a significant priority in our daily lives, and we perceive it as an opportunity to effectively address these concerns within our premises. It allows us to save money, showcase our environmental commitment, comply with regulations, drive innovation, engage employees, and attract sustainability-focused customers.	NA	Positive
4	Business Continuity	Risk	Potential threats such as natural disasters or disruption in operation due to technical failure exist in spite of all-round preparedness.	To minimize interruptions due to breakdown, preventive maintenance is undertaken.	Negative
5	Supply chain Management	Opportunity	Management of supply chain is crucial in manufacturing the products and thereby meeting the Company's business objectives.	NA	Positive
6	Occupational Health and Safety	Opportunity	The Company continuously strives to provide a safe workplace for its employees.	NA	Positive

**SECTION B : MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	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="http://www.kingfaindia.com/CGPC.html">http://www.kingfaindia.com/CGPC.html</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.	ISO 9001:2015 ISO 16949:2016 ISO 45001:2018 ISO 14001:2015 ISO 28000:2007
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The commitments and goals wherever required are set by the Company and have been mentioned in Annual Report wherever applicable
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of the entity against the specific commitments, goals and targets have been mentioned in Annual Report wherever applicable
<b>Governance, leadership and oversight</b>	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i>	In keeping with Company's commitment to reducing the environmental impact of business, the Company has implemented a risk assessment as part of Business Risk Management framework. The procedure entails a thorough examination of all of our processes, raw materials, products, and services, as well as identifying and quantifying the importance of Environmental Aspects and Associated Impacts. The Board/Committee of the Company reviews the matters related to ESG and business responsibility activities from time to time.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. D Balaji, Whole Time Director
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  Mr. D Balaji, Whole Time Director

**10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC)**

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	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Annually								
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.	P1									P2	P3	P4	P5	P6	P7	P8	P9	
										No								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable since the policies of the Company cover all Principles on NGRBCs.																		

**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 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	2	<ul style="list-style-type: none"> <li>▪ National guidelines on responsible business conduct, 2018</li> <li>▪ Safety of recycled Plastics</li> </ul>	66.67 %
Key Managerial Personnel	2	<ul style="list-style-type: none"> <li>▪ Training by Indian National Bar Association.</li> <li>▪ Training on Intellectual Property</li> </ul>	50.00%
Employees other than BoD and KMPs	7	<ul style="list-style-type: none"> <li>▪ PPE, Safety &amp; First Aid</li> <li>▪ ISO 28000</li> <li>▪ Electrical Safety &amp; Emergency Preparedness</li> <li>▪ Extrusion Process</li> <li>▪ IATF 16949</li> <li>▪ ISO 45001:2018</li> <li>▪ ISO 14001:2015</li> </ul> <p>Above training programs has developed understanding, knowledge and awareness of aforesaid topics among employees and workers</p>	100.00%
Workers	7	<ul style="list-style-type: none"> <li>▪ PPE, Safety &amp; First Aid</li> <li>▪ ISO 28000</li> <li>▪ Electrical Safety &amp; Emergency Preparedness</li> <li>▪ Extrusion Process</li> <li>▪ IATF 16949</li> <li>▪ ISO 45001:2018</li> <li>▪ ISO 14001:2015</li> </ul> <p>Above training programs has developed understanding, knowledge and awareness of aforesaid topics among employees and workers</p>	100.00%

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):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Amount (In INR) Brief of the Case preferred? (Yes/No)
Penalty/ Fine	None				
Settlement					
Compounding Fees					
Non-Monetary					
Imprisonment	None				
Punishment					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed. : NotApplicable
4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. : Yes. The Company has code of conduct that serve as guiding principal for the Directors, Senior management and Employees of the Company. The same has been placed on website of the company, [http://www.kingfaindia.com/images/pdf/CodeofConduct\\_Senior\\_Management\\_Personnel.pdf](http://www.kingfaindia.com/images/pdf/CodeofConduct_Senior_Management_Personnel.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)	PY (2021-22)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY (2022-23)		PY (2021-22)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	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. : NotApplicable

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

### **Essential Indicators**

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

	FY (2022-23)	PY (2021-22)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	NA
Capex	0.00%	0.00%	NA

2. a. Does the entity have procedures in place for sustainable sourcing? Yes  
b. If yes, what percentage of inputs were sourced sustainably? – 7 %

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)	Grinding the lumps and reusing them
(b) E-waste	No E-waste Generated
(c) Hazardous waste	Sold with the Pollution control Authorized board
(d) other waste	Sent to Authorized vendor for disposal

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). – Yes

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

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent employees											
Male	183	183	100.00%	183	100.00%	0	0.00%	183	100.00%	0	0.00%
Female	11	11	100.00%	11	100.00%	11	100.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	194	194	100.00%	194	100.00%	11	5.67%	183	94.33%	0	0.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

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)
Permanent workers											
Male	21	21	100.00%	21	100.00%	0	0.00%	21	100.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	21	21	100.00%	21	100.00%	0	0.00%	21	100.00%	0	0.00%
Other than permanent workers											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Benefits	FY (2022-23)			PY (2021-22)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	0.00%	8.59%	Yes	0.00%	14.69%	Yes
Others – Please specify (Super Annuation)	0.95%	0.00%	Yes	0.95%	0.00%	Yes

## 3. Accessibility of workplaces

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

## 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? : No

If so, provide a web-link to the policy. : NA, The Company do not have any Person with Disability as worker or employee.

## 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	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

## 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, give details of the mechanism in brief.
Permanent Workers	Yes	For Employees & workers, the Company has a Whistle blower Policy and Vigil Mechanism to deal with instance of fraud and mismanagement; if any. The Vigil Mechanism ensures that strict confidentiality is maintained whilst dealing with concerns and also that no discrimination will be meted out to any person for a genuinely raised concern.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY (2022-23)			PY (2021-22)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)
Total Permanent Employees	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	21	19	90.48%	21	19	90.48%
Male	21	19	90.48%	21	19	90.48%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers

Category	FY (2022-23)					PY (2021-22)				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	105	30	28.57%	14	13.33%	105	50	47.62%	14	13.33%
Female	9	2	22.22%	2	22.22%	9	3	33.33%	2	22.22%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	114	32	28.07%	16	14.04%	114	53	46.49%	16	14.04%
<b>Workers</b>										
Male	220	70	31.82%	40	18.18%	220	60	27.27%	50	22.73%
Female	15	5	33.33%	5	33.33%	15	8	53.33%	10	66.67%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	235	75	31.91%	45	19.15%	235	68	28.94%	60	25.53%

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

Category	FY (2022-23)			PY (2021-22)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
<b>Employees</b>						
Male	105	95	90.48%	105	90	85.71%
Female	9	8	88.89%	9	7	77.78%
Other	0	0	0.00%	0	0	0.00%
Total	114	103	90.35%	114	97	85.09%
<b>Workers</b>						
Male	220	180	81.82%	220	160	72.73%
Female	15	12	80.00%	15	10	66.67%
Other	0	0	0.00%	0	0	0.00%
Total	235	192	81.70%	235	170	72.34%

## 10. Health and safety management system :

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)	Yes
If yes, the coverage such system?	The Company has in placed Health and Safety Policy which effectively managed to reduce risks in the workplace of company. It provides structured management approach to control safety & environmental risks.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Step 1: Collect Existing Information about Workplace Hazards. Step 2: Inspect the Workplace for Safety Hazards. Step 3: Identify Health & Work-Related Hazards. Step 4: Conduct Incident Investigations. Step 5: Identify Hazards Associated with Emergency Situations
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes

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

Safety Incident / Number	Category	FY (2022-23)	PY (2021-22)
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.

- 1) We are Using PPE at the plant.
- 2) Maintaining 5 s at the plant.
- 3) Providing the sanitary pad hygiene machine for the Female staff & worker free of cost.
- 4) Providing training regarding the health and safety.
- 5) Awareness of ergonomics to Employee.

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

Category	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

## 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	50.00%
Working Conditions	50.00%

## 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.: None

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

1. Describe the processes for identifying key stakeholder groups of the entity.	The Company values all the stakeholders of the Company and maintains long term cordial relationship with them. The Stakeholders are determined based on the significance of their impact on the business
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## 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employee	No	E-mail/ Notice Board / SMS	Continuous	Enhance efficiency, Equal opportunities, clear communication
2	Shareholders	No	E-mail/ SMS/ Website/ Newspaper / Advertisements	Continuous	Business Updates and performance details on finance
3	Auditors/ Consultants	No	E-mail	Continuous	Advice on business, legal and tax related issue & Business performance details

4	Suppliers	No	E-mail/ SMS Website	Continuous	Payment Cycle, Business Obligations & Mutual expectation
5	Customers	No	E-mail/ SMS/ Website/ Advertisements	Continuous	Understand customer needs and obtain feedback to provide customer satisfaction

### PRINCIPLE 5 Businesses should respect and promote human rights

#### Essential Indicators

- 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)			PY (2021-22)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	100	50	50.00%	100	40	40.00%
Other than permanent	14	8	57.14%	14	6	42.86%
<b>Total Employees</b>	<b>114</b>	<b>58</b>	<b>50.88%</b>	<b>114</b>	<b>46</b>	<b>40.35%</b>
<b>Workers</b>						
Permanent	15	9	60.00%	15	6	40.00%
Other than permanent	220	150	68.18%	220	120	54.55%
<b>Total Workers</b>	<b>235</b>	<b>159</b>	<b>67.66%</b>	<b>235</b>	<b>126</b>	<b>53.62%</b>

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

Category	FY (2022-23)					PY (2021-22)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	100	0	0.00%	100	100.00%	100	0	0.00%	100	100.00%
Male	95	0	0.00%	95	100.00%	95	0	0.00%	95	100.00%
Female	5	0	0.00%	5	100.00%	5	0	0.00%	5	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	14	0	0.00%	14	100.00%	14	0	0.00%	14	100.00%
Male	10	0	0.00%	10	100.00%	10	0	0.00%	10	100.00%
Female	4	0	0.00%	4	100.00%	4	0	0.00%	4	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%



Workers										
Permanent	15	15	100.00%	0	0.00%	15	15	100.00%	0	0.00%
Male	15	15	100.00%	0	0.00%	15	15	100.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	220	220	100.00%	0	0.00%	220	220	100.00%	0	0.00%
Male	205	205	100.00%	0	0.00%	205	205	100.00%	0	0.00%
Female	15	15	100.00%	0	0.00%	15	15	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female		Others	
	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)
Board of Directors (BoD)	5	7.80	1	7.80	0	0
Key Managerial Personnel	2	23.05	0	0	0	0
Employees other than BoD and KMP	183	4.80	11	6.33	0	0
Workers	21	3.84	0	0	0	0

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

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	The issue related to work or other rights can be raised through the Plant Head/HR Manager who then take the action and provide the solution through team and inform the concerned person accordingly.
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6. Number of Complaints on the following made by employees and workers:

Category	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/ Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

7.	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	Prevention of Sexual Harassment Committee at the Workplace
8.	Do human rights requirements form part of your business agreements and contracts?	No

## 9. Assessments for the year :

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%
Others – please specify	100.00%

10.	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:	There were no corrective actions taken since there were no concerns arose from the assessments.
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**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**  
**Essential Indicators**

## 1. Details of total energy consumption (in Gigajoules) and energy intensity, in the following format:

Parameter	FY (2022-23)	PY (2021-22)
Total electricity consumption (A)	107264.00	80948.00
Total fuel consumption (B)	220.00	29.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumption (A+B+C)	107484.00	80977.00
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00000766	0.00000773
Energy intensity (optional) – the relevant metric may be selected by the entity		
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	No
If yes, name of the external agency.	NA	NA

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) – No  
 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. - NA

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

Parameter	FY (2022-23)	PY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) Surface water	31240.00	19128.00
(ii) Groundwater	3570.00	3350.00
(iii) Third party water	13438.00	12402.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	48248.00	34880.00
Total volume of water consumption (in kilolitres)	48248.00	34880.00
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000344	0.00000333
Water intensity (optional) – the relevant metric may be selected by the entity		
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	No
If yes, name of the external agency.	NA	NA

## 4. Has the entity implemented a mechanism for Zero Liquid Discharge? No.

If yes, provide details of its coverage and implementation. - NA

## 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)	PY (2021-22)
NOx	NA	0	0
SOx	NA	0	0
Particulate matter (PM)	NA	0	0
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	NA	0	0
Hazardous air pollutants (HAP)	NA	0	0
Others – please specify	NA	0	0
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No	
If yes, name of the external agency.		NA	

## 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)	PY (2021-22)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	NA	0	0
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	NA	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	0	0
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No	
If yes, name of the external agency.		NA	

## 7. Does the entity have any project related to reducing Green House Gas emission? : No

If Yes, then provide details. : NA

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

Parameter	FY (2022-23)	PY (2021-22)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	302	130
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) - Hydraulic/Waste/Used oil (Ltrs)	650	400
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>952</b>	<b>530</b>
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 operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

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	0	0
(iii) Other disposal operations	0	0
<i>Total</i>	0	0
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N)	No	
If yes, name of the external agency.	NA	

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:

We comply with all regulations concerning the safe and responsible management of waste materials. Also we follow MPCB norms at our plants. We dispose the hazardous waste to Authorized MPCB vendors. In our process the toxic chemicals are not used.

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: NA

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year : No

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
NA					

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). : Yes

If not, provide details of all such non-compliances, in the following format : NA

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations. –5  
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/International)
1	Kingfa Science & Technology (India) Ltd., Paniyalar Munetra Sangam	State
2	Fedaration of Chakan Industrial Association	State
3	Jejuri Industrial Association	State
4	All India Plastic Manufacturing Association	National
5	The Plastics Export Promotion Council	National

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

S. No.	Name of authority	Brief of the case	Corrective action taken
NA			

**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.

S. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
NA						

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 Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA						

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

The communities can raise their grievances as per the mechanism provided in our Whistleblower Policy and Vigil Mechanism available on our website of the Company.

4.	Percentage of input material (inputs to total inputs by value) sourced from suppliers :	FY (2022-23)	PY (2021-22)
	Directly sourced from MSMEs/ small producers	12%	10%
	Sourced directly from within the district and neighbouring districts	7%	5%

## 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.

In case of any complaint on the product, the customer can inform the same to the concerned sales person over phone or by mail. On receipt of the complaint the sales person checks the details over the phone, e-mail or in person & offers the solution/ resolution either himself or in consultation with the product specialist if it is technical in nature. For Commercials/Delivery related complaints, the resolution is offered by the sales person, either by himself or by the concerned department. Feedback is taken by the sales team whenever they meet the customers in person and through website as well.

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	100%
	Safe and responsible usage	100%
	Recycling and/or safe disposal	100%

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

	FY (2022-23)		Remarks	PY (2021-22)		Remarks
	Filed during the year	Pending resolution at the end of year		Filed during the year	Pending resolution at the end of year	
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	4	0	None	4	0	None

4.	Details of instances of product recalls on account of safety issues	Number	Reasons for recall
	Voluntary recalls	0	NA
	Forced recalls	0	NA
5.	Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes	
	If available, provide a web-link of the policy	<a href="http://www.kingfaindia.com/CyberSecurity&amp;DataProtectionPolicy.pdf">http://www.kingfaindia.com/CyberSecurity&amp;DataProtectionPolicy.pdf</a>	
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; reoccurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services. - NA		

## CORPORATE GOVERNANCE REPORT

The Directors present the Company's Report on Corporate Governance for the year ended March 31, 2023, in terms of Regulation 34(3) read with Schedule V of the SEBI (Listing Obligations and Disclosure Requirements, 2015 ("The Listing Regulations").

### 1) Brief statement on Company's Philosophy on Code of Governance.

The Company believes in usage of appropriate Corporate Governance policy to achieve the corporate goal of enhancing stakeholder value. The cornerstones of this policy include transparency, empowerment with accountability, respect for people and environment, compliance with law and to follow fair business practices with all its stakeholders. These principles being followed since inception, have helped the Company to build credibility with all its stakeholders.

### 2) Board of Directors

#### Composition

The Board of Directors currently has a mix of Executive and Non-Executive Directors including a Woman Director. As on March 31, 2023, the Board comprises a Managing Director, a Whole-time Director (the Executive Directors) and four Non-Executive Directors. Three of the four Non-Executive Directors are Independent Directors.

The Board has identified the following skill set with reference to its Business and Industry which are available with the Board:

Name of the Director	Expertise in Specific functional area
Mr. Bo Jingen	Business Strategy, Planning, Marketing and Sales
Mr. Wu Xiaohui	Product Development and Technical Support
Mr. N.Subramanian	Accounts, Finance, Audit, Taxation and Corporate Law matters
Mr. Dilip Dinkar Kulkarni	Internal, Operational & Management Audit and Management Consultancy
Ms. Nilima Ramrao Shinde	Legal
Mr. D.Balaji	Marketing, Operations and TQM