



September 05, 2023

BSE Limited
Corporate Relationship Department,
1st Floor, New Trading Ring,
Rotunda Building, P.J. Towers,
Dalal Street, Fort, Mumbai - 400 001
BSE Scrip Code: 509874

National Stock Exchange of India Ltd
Exchange Plaza, 5th Floor,
Plot No. C/1, G- Block
Bandra Kurla Complex, Bandra (E),
Mumbai - 400051
NSE Symbol : SHALPAINTS

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Dear Sir/Madam,

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

The BRSR is also available on the website of the Company at <https://www.shalimarpaints.com/investors-relations/annual-reports>.

This is for your kind information and record please.

Thanking you,

Sincerely yours,

For **Shalimar Paints Limited**

Shikha Rastogi
Company Secretary

Encl.: As above



Shalimar Paints Ltd.

Corporate Office: 1st Floor, Plot No. 28, Sector 32, Gurugram – 122001, Haryana
Regd. Office: Stainless Centre, 4th Floor, Plot No. 50, Sector 32, Gurugram – 122001, Haryana.
Call: +91 124 461 6600 Fax: +91 124 461 6659 Toll Free: 1800-103-6509
Email Id: askus@shalimarpaints.com Website: www.shalimarpaints.com CIN: L24222HR1902PLC065611



SHALIMAR
PAINTS
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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



FY 2022-23

Business Responsibility and Sustainability Report

BRSR Overview

Section A: General Disclosures

Section B: Management and Process Disclosures

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
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

SECTION A: GENERAL DISCLOSURES

I. Details of the Company:

1.	Corporate Identity Number (CIN) of the Company	L24222HR1902PLC065611
2.	Name of the Company	Shalimar Paints Limited ("SPL/the Company")
3.	Year of Incorporation	1902
4.	Registered office address	Stainless Centre, 4 th Floor, Plot No. 50, Sector - 32, Gurugram, Haryana - 122001
5.	Corporate office address	1 st Floor, Plot No. 28, Sector - 32, Gurugram, Haryana - 122001
6.	E-mail	askus@shalimarpaints.com
7.	Telephone	0124-4616600
8.	Website	www.shalimarpaints.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital	Rs. 1,444.34 lakhs
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Name: Shikha Rastogi Designation: Company Secretary Tel No. 0124-4616600 E-mail: shikha.rastogi@shalimarpaints.com
13.	Reporting boundary	All the disclosures under this report are made on a standalone basis for Shalimar Paints Limited.

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	Shalimar Paints is engaged in the business of developing, manufacturing, marketing, and widespread distribution of a diverse array of paints and coatings, catering to a wide spectrum of customers.	95%

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.	Manufacturing (Emulsion, Enamels, Distemper, Primer, Epoxy, Marine Coats, Zinc Rich Coatings, Aluminum)	39073010	95%

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

Location	Number of Plants	Number of Offices	Total
National	4	2	6
International	0	0	0

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

Locations	Number
National (No. of States)	21
International (No. of Countries)	4

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

The exports contribute 2% of the total turnover of the entity.

c. A brief on types of customers:

Shalimar Paints has been established as a prominent player in the industry, catering to a wide array of customers across various sectors. With a strong commitment to quality, innovation, and customer satisfaction, the company has successfully secured customers from diverse sectors, including Building and Construction, Sugar Industries, Airlines, Railways, Retail Outlets, Hotels (Hospitality Industry), and the Power sector.

IV. Employees
18. Details as of the end of the 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)	640	609	95.16%	31	4.84%
2.	Other than Permanent (E)	69	55	79.71%	14	20.29%
3.	Total employees (D + E)	709	664	93.65%	45	6.35%
WORKERS						
4.	Permanent (F)	62	62	100%	0	0
5.	Other than Permanent (G)	427	405	94.85%	22	5.15%
6.	Total workers (F + G)	489	467	95.50%	22	4.50%

b. Differently abled Employees and workers:

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)	1	1	100%	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	1	1	100%	0	0

19. Participation/Inclusion/Representation of women:

Particulars	Total	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	1	33.33%

20. Turnover rate for permanent employees and workers:

Particulars	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.30%	22.60%	22.30%	20.90%	30.60%	21.50%	23.50%	17.20%	23.20%
Permanent Workers	1.61%	0%	1.61%	0%	0%	0%	4.84%	0%	4.84%

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	Shalimar Adhunik Nirman Limited	Subsidiary	99.99%	No
2	Eastern Specialty Paints & Coatings Private Limited	Subsidiary	100%	No

VI. CSR Details:
22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013:(Yes/No) – No*

(ii) Turnover (in Rs.): Rs. 4,83,68,67,331

(iii) Net worth (in Rs.): Rs. 2,27,92,62,181

* Shalimar Paints does not fall under the obligation of CSR as per Section 135 of the Companies Act, 2013

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 2023			FY 2022		
		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	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)	Yes	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders	Yes	3	0	NIL	0	0	NIL
Employees	Yes	NIL	NIL	NIL	NIL	NIL	NIL
Customers (decorative+ industrial)	Yes	499	74	NIL	307	59	NIL
Value Chain Partners	Yes	289	260	NIL	NIL	NIL	NIL
Others (please specify)	NIL	NIL	NIL	NIL	NIL	NIL	NIL

*All the stakeholders' complaints are registered through (askus@shalimarpaints.com) the given email-id which is provided to all the stakeholders to raise any complaints or concerns.

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

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.	Waste Management	Risk	Implementing meticulous measures for managing hazardous waste during business operations is crucial to safeguard the health and well-being of employees and to protect the surrounding environment from potential threats.	<ul style="list-style-type: none"> Implementing a comprehensive waste management plan Regularly monitoring waste management practices and conducting internal audits to identify areas of improvement and better compliance with waste handling regulations. Emergency response preparedness, a contingency action plan to address emergency situations and mitigate them. Adhering to safe design plan, and standards pertaining to Occupational Health and Safety. 	Negative <ul style="list-style-type: none"> Potential costs related to fines/penalties for non-compliance with waste disposal regulations Environmental contamination due to improper waste disposal Impacting health of employees/workers and community nearby.

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)
2.	Water Management	Risk	As Paint manufacturing requires significant amount of water, its proper usage and disposal is very much critical. The used water or wastewater needs proper disposal in compliance with environmental regulations for treated wastewater disposal.	<ul style="list-style-type: none"> • Conducting Water Audit to monitor and regulate water consumption and identify inefficiencies. • Implementing systems to treat and recycle wastewater • Upgrading the equipment and processes to minimize water consumption and wastage • Implementing effective wastewater treatment systems to meet regulatory standards before discharge, to prevent pollution of water bodies. 	Negative <ul style="list-style-type: none"> • Potential costs related to fines/ penalties for non-compliance with wastewater treatment and disposal regulations. • Public health cost. Contaminated water may lead to health issues, such as waterborne diseases.
3.	Health and Safety	Risk and Opportunity	<p>Risk: Working with harmful chemicals, substances and machinery during paint manufacturing, may expose workers to various health risks, bodily injuries, and complications, if not handled correctly.</p> <p>Opportunity: Implementing proactive health and safety practices to reduce accident-related costs, and potential legal expenses. Focus on health and safety can help in better innovation in manufacturing process, leading to improved efficiency.</p>	<ul style="list-style-type: none"> • Conducting a comprehensive risk assessment to identify potential health and safety hazards in the manufacturing process, storage, and handling raw materials. • Implementing safety related mandatory trainings for every worker, contractor, and visitors, to ensure their safety and aware them on potential risks and safe working practices. 	Positive <ul style="list-style-type: none"> • Decreased work-related injuries and incidents. • A safe and healthy work environment can increase productivity. • Improve brand image and reputation Negative <ul style="list-style-type: none"> • Non-compliance with health and safety regulations can lead to fines/penalties or legal expenses. • Increase in work related accidents leads to disruption in operations which leads to production delay and associated costs.
4.	GHG Emissions	Risk	<p>GHG emissions contribute to climate change and global warming. As a company manufacturing paint, often emits significant amount of GHG, which can exacerbate environmental changes.</p> <p>Strict regulations and targets are imposed to reduce GHG emissions, for which strict compliance is needed.</p>	<ul style="list-style-type: none"> • Conducting comprehensive assessments to identify and quantify the sources and levels of GHG emissions. • Improving energy efficiency to reduce emissions. 	Negative <ul style="list-style-type: none"> • Non-compliance with emission standards can lead to fines/ penalties.

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.	Human Rights	Opportunity	<p>By prioritizing and upholding Human rights, the company can enhance its reputation as a socially responsible and ethical organization.</p> <p>Adhering to human rights standards helps in meeting regulatory requirements and avoid potential legal issues.</p>	<ul style="list-style-type: none"> • Providing trainings to employees and workers on human rights issue. • Establishing robust grievance redressal mechanism to address concerns/issues. • Committing to continuously improve, by regularly reviewing and updating human rights policy and strategies. 	<p>Positive</p> <ul style="list-style-type: none"> • Respecting Human Rights enhances company's ethical image, boost employee morale, enhance customer supplier relationships and supports sustainable growth.
6.	Code of Conduct	Opportunity	<p>A well-defined code of conduct can enhance brand image, by demonstrating ethical practices and responsible behavior. This ensures the company's compliance with relevant laws and regulations.</p>	<ul style="list-style-type: none"> • Regularly reviewing and improving code of conduct policy. • Implementing training programs for all employees to ensure better and ethical conduct from all. • Conducting internal audits to identify and address any potential compliance issues or gaps. 	<p>Positive</p> <ul style="list-style-type: none"> • Good governance practices such as transparency, accountability, and strong ethical guidelines can instill confidence in investors. • Long-term benefits
7.	Chemical Safety and Management	Risk and Opportunity	<p>Risk: Working with various chemicals poses significant risk for paint manufacturing company. It may lead to safety hazards for employees and potential environmental risks if not handled properly.</p> <p>Opportunity: Prioritizing chemical safety implements best practices, drives the company to invest in R&D to produce paints with reduced or no-harmful chemicals. Good management can also reduce the risk of accidents, environmental impacts and contributes to long-term sustainability and profitability.</p>	<ul style="list-style-type: none"> • Robust safety protocols for handling, storing, and disposal of chemicals. • Regular training and awareness on safe-practices and emergency procedures. • Conducting thorough assessments of suppliers to ensure their safety and environment standards. • Establishing proper waste management procedures for chemical by-products. • Seeking external certifications and adhering to industrial standards related to chemical safety and responsible management. 	<p>Negative</p> <ul style="list-style-type: none"> • Accidents, spills or improper disposal of chemicals can result in regulatory fines, legal liabilities, can cause financial implications. • Non-compliance with regulations can result in fines, penalties and legal actions. <p>Positive</p> <ul style="list-style-type: none"> • Emphasizing chemical safety and responsible management enhances the company's brand image, portraying it as a socially responsible organization, this would lead to increased customer loyalty, positive media coverage and support from stakeholders.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management processes									
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	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
c. Web Link of the Policies, if available	SPL's policies relating to our external stakeholders can be viewed on the website at https://www.shalimarpaints.com . Our policies relating to our employees, internal stakeholders are available on Company's intranet.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	ISO 9001:2015 Quality Management System ISO 14001:2015 Environmental Management System ISO 45001:2018 Occupational Health and Safety Management System ISO/IEC 17025:2017 Accredited Laboratory								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any	The entity is in the process of finalizing its ESG goals and targets w.r.t. the above 9 principles								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	The goals are being finalized, and hence the performance will be reported in the subsequent years.								

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

With a commitment to sustainability, Shalimar Paints recognizes its responsibility to the planet and future generations. Guided by the enduring philosophy of 'People-First,' the company seamlessly integrates sustainability into its core business decisions. By fostering efficiency and long-term value creation, Shalimar Paints seeks to mitigate environmental, social, and governance impacts, ensuring a brighter tomorrow. The Company firmly believes that inclusivity and collaboration with all stakeholders are essential for implementing effective sustainability measures. United by a shared sense of purpose, Shalimar Paints empowers its workforce to strive for better outcomes, embracing the vision of 'Together for a Better Tomorrow.' Guided by robust ESG principles, the company continuously endeavors to reduce its carbon footprint, enhance social impact, and uphold integrity and transparency in all operations. Upholding the belief that sustainability is not just an option but a crucial pillar for growth and success, Shalimar Paints places significant emphasis on social impact, striving to enhance the lives of its employees and the communities it serves.

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

The Board/Managing Director is responsible for the implementation and oversight of the Business Responsibility Policy(ies).

Name - Mr. Ashok Kumar Gupta

Designation - Managing Director

Email ID - ashok.gupta@shalimarpaints.com

9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.

Yes, the company's risk management committee adheres to a risk management policy that encompasses a structured approach to identifying both internal and external risks associated with sustainability, with a particular focus on environmental, social, and governance (ESG) related risks.

10. Details of Review of NGRBC's by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Subject for Review	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
Performance against above policies and follow-up action	Yes, as a practice, the policies of the Company are reviewed on a need basis. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The policies are regularly evaluated on their compliance with statutory requirements of relevant principles.								

11. Has the Company carried out an independent assessment/ evaluation of the working of its policies by an external agency?	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The company internally evaluates the working of the policies on a regular basis.								

12. If the 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)	NA						No	NA	
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							No		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							No		
It is planned to be done in the next financial year (Yes/No)							Yes		
Any other reason (please specify)							-		

* The independent assessment of the processes and compliance measures is planned to be carried out in the next financial year.

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 programs 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	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Vigil mechanism	100%
Key Managerial Personnel	4	Vigil mechanism, Health and Safety, Skill Upgradation, Teamwork and team effectiveness	100%
Employees other than BoD and KMPs	15	Health and Safety, Behavior Based Safety, Skill Upgradation, Teamwork and team effectiveness, Product training and selling skills	100%
Workers	5	5 'S' training, Ergonomists Behavior, Time Management, Know your Machine, My area my responsibility	100%

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

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/ Fine	Principle 5	NSE/BSE	<p>Fine imposed by NSE for the quarter ended on 31.03.2022 amounting to Rs. 72,000.</p> <p>For the subsequent quarter ending on 30.06.2022, NSE imposed a fine of Rs. 1,82,000.</p> <p>BSE Limited imposed fine of Rs. 2,54,000 for the quarter ended on 30.06.2022.</p>	<p>Non-compliance with the constitution of Nomination and Remuneration Committee ("NRC") : Inadvertently, the details of NRC Chairman were filed incorrectly in Corporate Governance Report ("CGR") for the quarter ended 31.03.2022. The same XBRL utility was used for filing the CGR for quarter ended 30.06.2022 and therefore, the same mistake was repeated. The Company had made revised CGR filings with BSE & NSE for the quarter ended 31.03.2022 and 30.06.2022. The Company had made submissions to BSE & NSE and had requested for waiver of fines imposed by BSE & NSE. After considering the Company's submissions, NSE has reversed the fine amounting to Rs. 72,000 for the quarter ended 31.03.2022. Rest of the waiver requests are under consideration by BSE & NSE.</p>	<p>Yes, the Company had made submissions to BSE & NSE and had requested for waiver of fines imposed by BSE & NSE. After considering the Company's submissions, NSE has reversed the fine amounting to Rs. 72,000 for the quarter ended 31.03.2022. Rest of the waiver requests are under consideration by BSE & NSE.</p>
Settlement	Nil				
Compounding fee	Nil				
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NA				
Punishment	NA				

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
The Company had made submissions to BSE & NSE and had requested for waiver of fines imposed by BSE & NSE. After considering the Company's submissions, NSE has reversed the fine amounting to Rs. 72,000 for the quarter ended 31.03.2022. Rest of the waiver requests are under consideration by BSE & NSE.	NSE and BSE

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.

Shalimar Paints covers its Anti-Corruption and Anti-Bribery policy under the Code of Conduct Policy which is available on Intranet, which offers a formal mechanism for all employees to raise their voices on unethical behavior, actual or suspected fraud or flag any violations of the Company's Code of Conduct.

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

Segment	FY 2023	FY 2022
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2023		FY 2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	No complaints received		No complaints received	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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, since there were no fines, penalties, or action taken by regulators, law enforcement agencies or judicial institutions on cases of corruption and conflict 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 products and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 2023	FY 2022	Details of improvements in environmental and social impacts
Research & Development	0.64%	0.32%	The Company has inhouse R&D facility, where team of scientists are working on technologies for sustainable products. Some of the initiatives are: <ul style="list-style-type: none"> • Development of high volume solid products. • Development of environment friendly water-based products. • Formulating direct-to-metal products that significantly decrease the necessity for multiple layers of applied paint.
Capex	21%	0%	

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

At Shalimar Paints, we recognize the importance of sustainable sourcing in today's business landscape. While we currently do not have specific procedures in place for sustainable sourcing, we are committed to taking proactive steps toward implementing such procedures in the future.

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

Not Applicable.

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.

Shalimar Paints waste management practices reflect our commitment to environmental responsibility. Firstly, we ensure the proper disposal of plastic waste by sending it to a reputable recycling facility. Secondly, any electronic waste (E-waste) that is generated is diligently forwarded to an authorized recycler to ensure its safe and sustainable handling. Moreover, we take all necessary steps to comply with hazardous waste disposal regulations, possessing the required authorization from respective State Pollution Control

Board (PCBs) and entrusting the disposal to respective state PCBs Authorized vendors. Lastly, waste items like cardboard cartons and bags are also sent to recycling facilities, demonstrating our holistic approach to waste reduction and promoting a greener, more sustainable future.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, EPR is applicable to our activities pertaining to plastic packaging production. Shalimar Paints has aligned the waste collection plan w.r.t., EPR guidelines It includes the following components: a) Setting up collection infrastructure b) Awareness programs c) Tie-ups with waste management agencies d) Reporting and compliance

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	609	609	100%	609	100%	0	0%	0	0%	0	0%
Female	31	31	100%	31	100%	31	100%	0	0%	0	0%
Total	640	640	100%	640	100%	31	4.84%	0	0%	0	0%
Other than Permanent Employees											
Male	55	55	100%	55	100%	0	0%	0	0%	0	0%
Female	14	14	100%	14	100%	14	100%	0	0%	0	0%
Total	69	69	100%	69	100%	14	20.29%	0	0%	0	0%

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

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	62	62	100%	62	100%	0	0%	0	0%	0	0%
Female	0	0	0	0	0	0	0%	0	0%	0	0%
Total	62	62	100%	62	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	405	397	98%	397	98%	0	0%	0	0%	0	0%
Female	22	22	100%	22	100%	0	0%	0	0%	0	0%
Total	427	419	98%	419	98%	0	0%	0	0%	0	0%

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

Category	FY 2023			FY 2022		
	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	99.84%	100%	Yes	99.81%	100%	Yes
Gratuity	99.84%	100%	NA	99.84%	100%	NA
ESI	1.09%	100%	Yes	1.31%	100%	Yes

Note- PF and Gratuity does not extend to Managing Director.

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, Shalimar Paints premises are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. We promote an inclusive workplace to support every employee and towards this end, all the necessary measures are undertaken to make our premises equipped with amenities to make it more accessible.

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

Yes, the company functions as an 'equal opportunity employer' and maintains a policy of equal opportunities. This policy is included in the company's Code of Conduct, which can be accessed on the company's intranet.

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	-	-	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

Particulars	Yes/No
Permanent Employees	Yes
Other than Permanent Employees	Yes
Permanent Workers	Yes
Other than Permanent Workers	Yes

The redressal mechanism is as follows:

Yes, the company has established a grievance redressal mechanism for its workforce to receive and address their concerns. SPL has a dedicated email channel, hrd@shalimarpaints.com, which is accessible to all to raise any complaints/ issues, which provides direct access to the top management and the Chief Human Resources Officer (CHRO). Additionally, a specialized committee is in place to handle matters related to the Prevention of Sexual Harassment (POSH).

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

Category	FY 2023			FY 2022		
	Total employees / workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees / workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	No, Shalimar Paints do not have a workforce union either for employees or workers.					
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2023					FY 2022				
	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)
Employees										
Male	664	664	100%	384	58%	548	548	100%	342	62%
Female	45	45	100%	25	56%	48	48	100%	25	52%
Total	709	709	100%	409	58%	596	596	100%	367	62%
Workers										
Male	467	467	100%	467	100%	432	432	100%	432	100%
Female	22	22	100%	22	100%	18	18	100%	18	100%
Total	489	489	100%	489	100%	450	450	100%	450	100%

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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	664	664	100%	548	548	100%
Female	45	45	100%	48	48	100%
Total	709	709	100%	596	596	100%
Workers						
Male	62	62	100%	62	62	100%
Female	0	0	0	0	0	0
Total	62	62	100%	62	62	100%

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

- The organization has successfully introduced a comprehensive Health and Safety Management System, which encompasses several key components to ensure a secure and healthy working environment for its employees. These components include:
 - **A robust EHS Policy:** The entity has established a strong and well-defined Environment, Health, and Safety (EHS) policy, outlining its commitment to maintaining high standards of safety and environmental responsibility throughout its operations.
 - **Safety work permit system:** To maintain strict control over potentially hazardous work activities, the entity has implemented a meticulous safety work permit system. This system covers various types of work, such as general work, hot work, confined space work, and solvent unloading, ensuring that each task is carefully assessed for potential risks and safety measures are in place before work commences.
 - **VOC Monitoring system in the workplace:** The organization has put in place a state-of-the-art Volatile Organic Compounds (VOC) monitoring system within its premises. This system continuously monitors the presence of harmful airborne substances, allowing for prompt detection and swift action in case of any alarming levels.
 - **Annual EHS Audit:** As part of its ongoing commitment to maintaining the highest EHS standards, the entity conducts an annual Environmental, Health, and Safety (EHS) audit. This thorough assessment ensures that all safety protocols and environmental regulations are being followed diligently and identifies areas for improvement, leading to continuous enhancement of safety practices.
 - **Capturing and reducing spillage in the entity:** Recognizing the potential environmental and safety implications of spillages, the organization has taken proactive measures to capture and minimize spillage incidents. Through careful monitoring and timely response, the Company aims to mitigate any adverse effects on both employees and the environment, fostering a culture of responsible resource management.

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

Yes, the entity adheres to a diligent work permit system that incorporates a comprehensive safety checklist. This checklist entails crucial tasks such as ensuring the proper maintenance or timely updates of both new and existing Resource Materials (RM) within the Material Safety Data Sheet (MSDS). Additionally, routine inspections are conducted, involving walks through the premises, aimed at promptly identifying any irregularities or anomalies that may arise. By diligently following these protocols, the entity ensures a secure and controlled working environment that prioritizes the well-being of its employees and the overall safety of its operations.

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

Yes, the entity employs a structured process known as the “Abnormality Register,” dedicated to documenting and recording any instances of abnormalities that may arise within its operations. This specialized procedure serves as a formal mechanism for prompt reporting and documenting deviations from the norm or unexpected occurrences. Through the implementation of the Abnormality Register, the entity ensures that all irregularities are effectively logged, allowing for thorough analysis, appropriate remedial actions, and the continuous improvement of its overall functioning.

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

Yes, the entity generously extends a comprehensive Medclaim Policy to all its diligent and dedicated employees and workers, assuring them of essential health coverage and protection. This thoughtful initiative underscores the company’s unwavering commitment to the well-being and welfare of its valuable workforce, recognizing the significance of providing a safeguard against unforeseen medical expenses. By equipping its personnel with this indispensable benefit, the entity not only fosters a nurturing and caring work environment but also empowers its team members to focus wholeheartedly on their professional pursuits, knowing that their health needs are diligently taken care of.

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

Safety Incident/Number	Category	FY 2023	FY 2022
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 workplace:

The organization prioritizes the well-being and security of its employees by implementing robust safety protocols to create a secure and conducive working environment. Among these measures are the following:

- Comprehensive safety training sessions are conducted for all workers, equipping them with the necessary knowledge and skills to handle potential hazards effectively.
- Each worker is outfitted with a Personal Protective Equipment (PPE) kit, which includes safety shoes, hand gloves, masks, goggles, head caps, and gum boots. This ensures that they are adequately protected from any potential risks associated with their specific job roles.
- A stringent safety work permit system is in place to meticulously regulate and monitor potentially hazardous tasks, ensuring that they are performed with the utmost precaution and adherence to safety guidelines.

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

Particulars	FY 2023			FY 2022		
	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	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the entity is assessed (by Joint Director of Industrial Safety & Health).
Working Conditions	

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.

The organization has, thus far in the present fiscal year, recorded a commendable absence of any significant incidents, a feat achieved through the meticulous implementation of a range of effective preventive measures.

- These measures encompass the installation of foam sprinkler systems and automated fire detection systems, aimed at promptly addressing any potential fire hazards. Moreover, the entity has actively invested in safety awareness training for its personnel, ensuring that everyone is well-informed and equipped to respond appropriately in critical situations.
- To further enhance preparedness, regular mock drills have been conducted, allowing employees to familiarize themselves with emergency protocols and improve their response times. Additionally, the implementation of a robust work permit system has been put in place, ensuring that all tasks are carried out with adherence to stringent safety guidelines and protocols.
- A notable accomplishment was the meticulous removal of hazardous and dangerous materials from the boiler room, reducing potential risks significantly and contributing to an overall safer working environment.

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 has diligently undertaken a comprehensive mapping exercise, enables to categorize the stakeholders into distinct and significant groups. These groups include - Investors, Shareholders, Employees, Local communities (focusing on vulnerable groups like, women, and individuals with disabilities), civil society (comprising of NGOs), Legal institutions, Trade associations, Media, Suppliers, Business partners, Customers, Dealers, Regulatory bodies and Competitors. To ensure effective management with each stakeholder group, the company has allocated specific teams within the company with the responsibility of fostering and maintaining these relationships. This approach helps in the company's commitment to engage meaningfully with all stakeholders and fostering a mutually beneficial and responsible business environment.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	-E-mail -Intranet portal -Newsletters -Employee engagement activities and Surveys -Rewards and Recognitions	Continuous	- Employees are the most important assets of the Company and are essential to company's long-term success. They are critical to increasing the Company's competitiveness and confirming its market leadership
Shareholders and Investors	No	-Annual General Meeting -Investor Calls & Analyst Meets -Investor Relations Web Page -Quarterly condensed financial statements -Annual Report -Investor conference calls -Press Releases	Quarterly, Half Yearly, Annually, event based & as and when required	-Sound corporate governance mechanisms, Announcing Financial Results, Annual Reports, Intimation to Physical shareholders regarding Dispute Resolution Mechanism etc.
Customers	No	-Engagement through website, social media, in-store promotions -Brand campaigns conducted regularly, during festive seasons and sales promotions	Continuous	- End consumers hold a paramount role as key stakeholders, as their satisfaction and delight constitute a pivotal component of our strategy for achieving success.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Supply Chain Partners	No	- One to-one meetings -Regular operational reviews	Continuous	- The Company collaborates with the suppliers to maintain seamless business operations by ensuring effective and efficient procurement practices.
Communities	Yes	-CSR initiatives - Volunteering initiatives	Continuous	-Responsible corporate citizenship -To develop the CSR project along with the community, according to the need of the community
Government and Regulatory Authorities	No	-Disclosures and filings for compliance reporting - Meeting authorities for permissions/ approvals	Audits conducted periodically/ monthly/ quarterly/ annually and on need basis	- Compliance - Tax Payments - Policy Advocacy

Principle 5: Businesses should respect and promote human rights
Essential Indicators

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

Category	FY 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	640	640	100%	534	534	100%
Other than permanent	69	69	100%	62	62	100%
Total Employees	709	709	100%	596	596	100%
Workers						
Permanent	62	62	100%	62	62	100%
Other than permanent	427	427	100%	388	388	100%
Total Workers	489	489	100%	450	450	100%

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

Category	FY 2023					FY 2022				
	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										
Male	609	5	0.82%	604	99.18%	498	5	1%	494	99%
Female	31	0	0%	31	100%	36	0	0%	36	100%
Other than Permanent										
Male	55	10	18.18%	45	81.82%	50	5	10%	45	90%
Female	14	4	28.57%	10	71.43%	12	3	25%	9	75%
Workers										
Permanent										
Male	62	19	30.65%	43	69.35%	62	30	48.39%	32	51.61%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	405	405	100%	0	0%	370	370	100%	0	0%
Female	22	22	100%	0	0%	18	18	100%	0	0%

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in Rs.)	Number	Median remuneration/ salary/ wages of respective category (in Rs.)
Board of Directors (BoD)	1	2,49,99,996	0	0
Key Managerial Personnel	2	1,62,14,223	1	27,17,457
Employees other than BoD & KMP	607	4,66,896	30	4,90,483
Workers	62	19,355	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/No)

Yes, it is the duty of HR personnel to handle and resolve human rights consequences or concerns that have been instigated or contributed to by the company.

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

Yes, the organization has established a system for addressing grievances, where a concerned individual can get in touch with their direct superior and/or a member of the human resources team.

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

Particulars	FY 2023			FY 2022		
	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						
Discrimination at workplace						
Child labour						
Forced labour / Involuntary labour		0			0	
Wages						
Other human rights -related issues						

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

The esteemed Internal Committee for Prevention of Sexual Harassment, equipped with well-defined Standard Operating Procedures (SOPs), employs robust mechanisms to proactively avert any negative repercussions that may arise for the complainant in cases involving both discrimination and harassment. Through their diligent approach, the committee ensures that the process is carried out with utmost sensitivity and care, prioritizing the protection and well-being of the individual who has lodged the complaint. By adhering to the prescribed SOPs, the committee effectively establishes a safe and confidential environment, fostering an atmosphere where the complainant feels secure and supported throughout the proceedings.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, the Company firmly believes in upholding and promoting human rights principles across all aspects of our operations and partnership. To ensure compliance with these principles, the company includes this in the Code of Conduct policy, which mandates the agreements and contracts that addresses human rights issues.

9. Assessments for the year

% 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.

At Shalimar Paints, no corrective action was taken as no instance were reported on the above issues, hence the question is not applicable.

Principle 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter (in GJ)	FY 2023	FY 2022
Total electricity consumption (A)	11491.43	10997.50
Total fuel consumption (B)	5254.39	9816.65
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	16745.82	20814.16
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00057	0.00059

***Note-** The provided information pertains exclusively to four specific plants (in Chennai, Nashik, Sikandrabad, and Howrah) and corporate office.

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 2023	FY 2022
<i>Water withdrawal by source (in kiloliters)</i>		
(i) Surface water	0	0
(ii) Groundwater	63340	50847
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	63340	50847
Total volume of water consumption (In kiloliters)	63340	50847
Water intensity per rupee of turnover (Water consumed / turnover in Rs)	0.002158	0.001444

***Note-** The groundwater consumption for FY2021-22 does not include consumption from Sikandrabad plant, as the water consumption monitoring was initiated from FY2022-23. For FY 2021-22, the provided information pertains exclusively to these specific plants: Chennai, Nashik, and Howrah.

For FY 2022-23, the provided information pertains exclusively to four specific plants (in Chennai, Nashik, Sikandrabad, and Howrah).

This doesn't include the data from corporate office, as the water consumption amount was insignificant compared to the reported plants.

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

Yes, the organization has implemented a Zero Liquid Discharge strategy, which involves the installation of wastewater treatment facilities of varying capacities at different sites. In Chennai, the entity has established an Effluent Treatment Plant (ETP) with a capacity of 1KLD and a Sewage Treatment Plant (STP) with a capacity of 4KLD. Similarly, in Nashik, they have set up an ETP and STP with capacities of 15KLD, and at SKBD, an ETP with a capacity of 9KLD has been installed to support their Zero Liquid Discharge initiatives.

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

Parameter	Please specify unit	FY 2023	FY 2022
NO _x	mg/Nm ³	85.22	83.88
SO _x	mg/Nm ³	21.72	16.73
Particulate matter (PM)	mg/Nm ³	41.60	40.80
Volatile organic compounds (VOC)	Not Applicable		
Persistent organic pollutants (POP)			
Hazardous air pollutants (HAP)			
Others—please specify			

*Note- The Air emissions does not include data from Howrah plant. At the Nashik plant, we have started monitoring the data from FY 24 and will be reporting the same in the next year report.

The provided information pertains exclusively to these specific plants only: Chennai and Sikandrabad

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

Parameter	Unit	FY 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	<i>tCO₂e</i>	789.72	727.12
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	<i>tCO₂e</i>	2227.77	2343.20
Total Scope 1 and Scope 2 emissions per rupee of Turnover (in Rs)	<i>tCO₂e/INR</i>	0.00010	0.000087

*Note- The above-mentioned scope emissions data includes data from the corporate office and all the four plants namely, Chennai, Nashik, Sikandrabad and Howrah.

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

Currently, the company is not engaged in any projects focused on the reduction of greenhouse gas (GHG) emissions. However, there is a definite intention within the company's strategic roadmap to address this environmental concern by undertaking such initiatives in the upcoming times. The organization envisions incorporating projects aimed at curbing GHG emissions into its future endeavors, highlighting its commitment to environmental sustainability and the recognition of the importance of addressing climate change.

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

Parameter	FY 2023	FY 2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	480.51	0
E-waste (B)	0	56.87
Bio-medical waste (C)	0	0
Construction & demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0	0
<i>Total (A+B + C + D + E + F + G + H)</i>	480.51	56.87

Parameter	FY 2023	FY 2022
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*	29.53	24.45
(ii) Re-used*	12647.44	9721.45
(iii) Other recovery operations	0	0
<i>Total</i>	12676.97	9745.90
For each category of waste generated, total waste disposed by nature of disposal method (In metric tonnes)		
Category of waste		
(i) Incineration	2.5	2.9
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<i>Total</i>	2.5	2.9

Note- The plastic waste generation was started to be recorded from FY 2022-23. Data on waste generation from Howrah plant not recorded, as it was not under operation for FY 2021-22. The provided information pertains exclusively to these specific plants only: Chennai, Nashik, and Sikandrabad. This doesn't include the data from corporate office, as the waste generation was insignificant compared to the reported plants.

The information on category of waste incinerated is from Chennai plant only.

Significant data on plastic waste generation and E-waste generation is reported from Nashik & Sikandrabad plant and Chennai plant, respectively.

The company follows a 'Buyback policy' for all the Battery waste generated across all plants.

*The Cartons are recycled and discarded containers and koni bags are reused at the plant site.

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.

Regarding waste management, the company possess the necessary authorization to handle hazardous waste and has established a formal agreement with a vendor approved by the Pollution Control Board to handle such materials. Additionally, for non-hazardous waste, the company has entered into agreements with vendors who specialize in recycling and reusing these materials. The company's comprehensive approach ensures that all waste is managed responsibly and in compliance with the relevant regulations, contributing to a sustainable and eco-friendly environment.

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 not, the reasons thereof and corrective action taken, if any.
Not Applicable, as the entity has no operations or offices in or around 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 & brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency(Yes / No)	Results communicated in public domain	Relevant weblink
Not Applicable					

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

Yes, the entity has ensured full compliance with all relevant environmental laws and regulations, including possessing Consent to Operate (CTO), for monitoring air and water quality. Additionally, the entity has obtained the necessary permits and authorizations to handle hazardous waste appropriately.

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
Not Applicable				

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. - 0
- 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)
Not applicable		

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 the entity	Brief of the case	Corrective action taken
There were no adverse orders from regulatory authorities hence, this question is not applicable.		

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 & 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
Nil					

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

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)
Nil					

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

The company is yet to establish a redressal mechanism for the community, hence the question is not applicable.

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

	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	17%	9%
Sourced directly from within the district and neighboring districts	83%	91%

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.

The specifically designated email address (askus@shalimarpaints.com) has been put into place with the primary purpose of functioning as a communication channel. This channel serves the important role of providing a formal platform through which all individuals and groups with an interest in the matter can officially record and communicate their dissatisfactions, objections, or worries. This email address has been widely disseminated among all parties involved, ensuring that everyone is equipped with a method by which they can express any complaints, problems, or matters of concern that they might want to raise.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	70%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2023			FY 2022		
	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		
Advertising						
Cyber security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other*	499	74	-	307	59	-

*Note- This includes the customer complaints as mentioned in Section-A: VII: Question no. 23.

4. Details of instances of product recalls on accounts of safety issues.

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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, the policy concerning cyber security as well as the various risks associated with the safeguarding of data privacy can be readily accessed on the internal network of the Company/ the intranet. This repository of knowledge and guidelines has been made accessible to all employees within the organization, providing them with valuable insights into the measures, protocols, and strategies that have been established to ensure the integrity of our digital systems and the confidentiality of sensitive information.

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.

Nil