



SECY/S.E./L.A./2022-23

September 05, 2023

BSE Limited
Department of Corporate Services
Phiroze Jeejeebhoy Towers,
25th Floor, Dalal Street,
Mumbai – 400 001.

SCRIP CODE : 506854

Dear Sirs,

Dear Sir/Madam,

Subject: Submission of Business Responsibility and Sustainability Report for the financial year ended 31st March, 2023.

Pursuant to Regulation 34(2) (f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report of the Company for the financial year ended 31st March, 2023.

We request you to kindly note the same and take into your records.

Thanking you.

Yours faithfully,
for **TANFAC Industries Limited**

(H.Narayanarao)
Company Secretary

TANFAC INDUSTRIES LIMITED

(Joint Sector Company with TIDCO and Anupam Rasayan India Ltd.)

Registered Office & Factory: 14, SIPCOT Industrial Complex, Cuddalore - 607 005, Tamil Nadu, India

Tel: + 91 4142 239001 - 05 | Fax: +91 4142 - 239008 | Website : www.tanfacs.com

Chennai Office: Oxford Centre, 1st Floor, 66, Sir C P Ramaswamy Road, Alwarpet, Chennai - 600 018, Tamil Nadu, India

Tel.: +91 44 2499 0451 / 0561 / 0464 | Fax: +91 44 2499 3583

GST : 33AAACT2591A1ZU | CIN: L24117TN1972PLC006271

Annexure-D to Board's Report

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

TANFAC INDUSTRIES LIMITED

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L24117TN1972PLC006271
2	Name of the Listed Entity	Tanfac Industries Limited ("Company/Tanfac")
3	Year of incorporation	20-12-1972
4	Registered office address	No. 14, SIPCOT Industrial Complex, Cuddalore 607005, Tamil Nadu, India
5	Corporate address	Oxford Centre, 1st Floor, 66 Sir C P Ramaswamy Road, Alwarpet, Chennai-600018, Tamil Nadu, India
6	E-mail	tanfac.invreln@anupamrasayan.com
7	Telephone	+91-4142-239001-05
8	Website	www.tanfac.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11	Paid-up Capital	₹ 9.975 Crores
12	Contact Person	
	Name of the Person	Mr. P. Kirubakaran
	Telephone	Tel: +91-4142-239005
	Email address	tanfac.invreln@anupamrasayan.com
13	Reporting Boundary	
	Type of Reporting- Select from the Drop-Down List	Standalone basis

II. Product/Services

14. Details of business activities

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Chemical Manufacturing	Manufacturing of HF, Sulphuric Acid, Aluminium Flouride, Speciality Fluorides & Chemicals	100%

15. Products/Services sold by the entity

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Chemical Sector	20119	100%

III. Operations

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

Locations	Number of plants	No. of offices	Total
National	1	1	2
International	Nil	Nil	Nil

17. Market served by the entity

	Locations	Number
a. No. of Locations	National (No. of States)	18
	International (No. of Countries)	4
b. What is the contribution of exports as a percentage of the total turnover of the entity?		5.03%
c. A brief on type of customers	Company is working with the top Fluoro Carbon manufacturing units, Fluorine derivatives manufacturing, Aluminium manufacturing, Electronics manufacturing, LABSA and Soap manufacturing industries, Steel Pickling, Pharma & Agrochemicals	

IV. Employees

18. Details as at the end of Financial Year

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and workers (including differently abled)					
	Employees					
1	Permanent Employees (A)	123	120	97.56%	3	2.44%
2	Other than Permanent Employees (B)*	0	0	0.00%	0	0.00%
3	Total Employees (A+B)	123	120	97.56%	3	2.44%
	Workers					
4	Permanent (C)	9	9	100%	0	0.00%
5	Other than Permanent (D)*	356	340	95.51%	16	4.49%
6	Total Workers (C+D)	365	349	95.62%	16	4.38%
b.	Differently abled employees and workers					
	Employees					
7	Permanent Employees (E)	Nil	Nil	Nil	Nil	Nil
8	Other than Permanent Employees (F)	Nil	Nil	Nil	Nil	Nil
9	Total Employees (E+F)	Nil	Nil	Nil	Nil	Nil
	Workers					
10	Permanent (G)	Nil	Nil	Nil	Nil	Nil
11	Other than Permanent (H)	Nil	Nil	Nil	Nil	Nil
12	Total Differently Abled Employees (G+H)	Nil	Nil	Nil	Nil	Nil

19. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1.	Board of Directors	8	2	25%
2.	Key Management Personnel	3	0	0%

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

Category	FY 2022-2023 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.13%	0%	4.13%	2.5%	0.83%	3.33%	3.36%	0%	3.36%
Permanent Workers	9.52%	0%	9.52%	7.14%	0%	7.14%	0%	0%	0%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding/subsidiary/associate companies/joint ventures

Sr. No.	Name of the holding/subsidiary/ associate companies/joint ventures	Indicate whether it is a holding/ Subsidiary/ Associate/or 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	Anupam Rasayan India Limited	Holding	25.79	Yes
2	Tamil Nadu Industrial Development Corporation (TIDCO)	Holding	26.02	No

VI. CSR Details

22.

a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
Turnover (in ₹) (for FY 2022-23)	₹ 3,70,52,11,650/-
Net worth (in ₹) (as on March 31, 2023)	₹ 1,84,27,45,844/-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints		Remarks	Number of complaints		
		filed during the year	pending resolution at close of the year		filed during the year	pending resolution at close of the year	Remarks
Communities	The Company has a Whistle blower mechanism policy in place along with Grievance Redressal Mechanism for Stakeholders which is available on intranet	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)		Nil	Nil	NA	Nil	Nil	NA
Shareholders		Nil	Nil	NA	Nil	Nil	NA
Employees and workers		2	Nil	JMC Union	Nil	Nil	NA
Customers		Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA

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

Material Issue Identified	Indicate whether risk or opportunity	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)
We are currently in the process of conducting a materiality assessment to enhance our understanding of sustainability and corporate responsibility.				

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	We are in the process of updating our website with such policies.								
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, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We are practicing following Standards: 1. ISO 9001:2015 – Quality Management System 2. ISO 14001:2015 – Environment Management System 3. ISO 45001:2018 – Occupational Health & Safety Management System								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sustainable Development Goals and targets will be set from FY 2023-24 onwards								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
Governance, Leadership and Oversight									
Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:									
7 The strong presence of our sustainable culture across all aspects of our Company operations is truly encouraging. Our commitment to sustainability is evident, and we are determined to continue advancing our ESG (Environmental, Social, and Governance) efforts, aspiring to become a benchmark for sustainability and responsible business practices in the industry by 2030. To make this a reality, we have established a robust governance structure, placing sustainability at the forefront of our business priorities. Our comprehensive ESG roadmap aligns with the UN Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI) framework. Notably, over the past year, we have made significant strides in achieving our sustainability objectives.									
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (i.es)	1. Mr. K. Sendhil Naathan Managing Director 2. Mr. N. R. Ravichandran Chief Financial Officer								
9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	No, currently we do not have sustainability committee in place.								

10. Details of Review of NGRBCs by the Company

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									
Performance against above policies and follow up action	This will be reviewed by our committee members on half yearly basis.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Frequency (Annually/Half yearly (HY)/Quarterly/Any other – please specify)									
Performance against above policies and follow up action	HY	HY	HY	HY	HY	HY	HY	HY	HY
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	HY	HY	HY	HY	HY	HY	HY	HY	HY

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, the Company's policies are evaluated internally from time-to time and updated as and when required.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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



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The Company's commitment to ethical business practices is demonstrated by the operations that are based on integrity, transparency, and accountability. These operations can improve stakeholder relationships, boost customer loyalty, and give the Company a competitive edge in the marketplace. In addition, moral conduct promotes social trust, an ideal business climate, and long-term economic growth.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the NGRBC Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	Nil	Nil	Nil
Key Management Personnel	Nil	Nil	Nil
Employees other than BODs & KMPs	40	1. Code of Conduct	31%
Workers		2. Human Rights	
		3. Anti-discrimination	
		4. Anti-harassment	
		5. POSH	
		6. Safety and Health Policy	
		7. Induction Training for new employees	

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.

a. Monetary

Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 3	The Chief Judicial Magistrate Court, Cuddalore	1,00,000/-	The Deputy Director of Industrial Safety and Health filed case against Occupier/Management Case NO.267/2021 related to Contract employee.	No
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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

There are no such instances where Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

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 an anti-corruption or anti-bribery policy in place, and which is a part of their Business Code of Conduct and its applicability extends over to all stakeholders of the Company. The policy demonstrating the company's commitment to maintaining high ethical standards and ensuring fair business practices.

The policy available to all employees on the company's intranet.

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

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

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

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

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:

During FY 2022-23, there were no such reported cases on the Company.

Leadership Indicators

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in value chain covered by the awareness programmes
Not Available*		

*The Company will develop the plan in coming year.

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

Yes, the Company's Code of Conduct for Senior Management and Board of Directors discloses the process to avoid/manage conflict of interests. While they are not necessarily prohibited from engaging in personal transactions or investments, they should exercise caution to ensure that their personal interests do not compromise their ability to act in the best interests of the organization or the public.

The code which is available on Company's intranet guides the practices of senior management and board of directors with regards to conflict with the Company's interest in aspects of:

- Employment/outside employment
- Business Interests
- Related Parties (Disclosure standards, applicable laws, use of Company's assets and resources, confidentiality & fair dealings)
- Acceptance of gifts & payments

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



The Company has developed a sustainability policy that recognizes current issues like climate change and aims to use mitigating measures for a sustainable future for future generations. By implementing safe and resource-saving technologies in its operations and those of its suppliers, the Company works to promote a healthy environment and a secure society. The Company seeks to implement eco-friendly production and consumption methods that are essential for raising living standards and protecting the planet's natural resources.

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.

Type	FY 2022-23 (Current Financial Year) *	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	12.69%	20.29%	Environment friendly and energy conservation projects.
Capital Expenditure (CAPEX)	87.31%	79.71%	

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

No. Although we are dedicated to progress, and in the coming year, the Company will be developing its Sustainable Procurement Policy, reaffirming our commitment to responsible and ethical practices.

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

Nil

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.

The Company provides customized chemicals to our customers, tailored to their specific needs. We place a strong emphasis on responsible end-of-life practices and encourage our customers to follow industry best practices for product disposal.

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

Extended Producer Responsibility (EPR) is applicable to the Company's business activities.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?.

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

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Sr.	Name of the product	Description of the risk	Action Taken
NA			

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lime sludge	0.39%	0.43%
Sulphur sludge	0.04%	0.03%

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

Product	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of products sold for their respective category
Nil	Nil

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

Fostering fairness and respect for employees and workers throughout the Company and its value chains is a fundamental element of responsible and sustainable business conduct. Prioritizing the protection of the workforce's health and safety reflects a strong dedication to their welfare and emphasizes the significance of providing a secure working environment. Introducing policies, procedures, and systems that empower employees is a proactive approach to ensuring equal opportunities, equitable working conditions, fair compensation, and career growth. Through transparent and inclusive practices, the Company cultivates a sense of trust, motivation, and loyalty among its workforces.



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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	120	120	100%	120	100%	0	0%	120	100%	NA	NA
Female	3	3	100%	3	100%	3	100%	0	0%	NA	NA
Total	123	123	100%	123	100%	3	100%	120	100%	NA	NA
Other than Permanent Employees											
Male	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Female	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Total	0	0	0%	0	0%	0	0%	0	0%	NA	NA

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	9	9	100%	9	100%	0	0%	9	100%	NA	NA
Female	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Total	9	9	100%	9	100%	0	0%	9	100%	NA	NA
Other than Permanent Workers											
Male	340	0	0%	340	100%	0	0%	0	0%	NA	NA
Female	16	0	0%	16	100%	16	100%	0	0%	NA	NA
Total	356	0	0%	356	100%	16	100%	0	0%	NA	NA

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

Sr. No	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1.	PF	100%	100%	Y	100%	100%	Y
2.	Gratuity	100%	100%	Y	100%	100%	Y
3.	ESI	0.8%	0%	Y	5%	0%	Y

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.

In compliance with the Rights of Persons with Disabilities Act, 2016, the Company have made their premises accessible to differently-abled employees and workers. Through the support the Company ensures that every individual feel valued and included, regardless of their abilities.

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 has an established policy in line with the Rights of Persons with Disabilities Act 2016 and its associated Rules. This policy is accessible to all employees through the Company's local intranet. By having such a policy in place and ensuring its availability to all, the Company demonstrates its commitment to promoting inclusivity and accommodating the needs of differently-abled individuals in the workplace.

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	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	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.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Yes, the Company has an established grievance mechanism in which anyone from the workforce can address their concerns to the respective department following the defined process. If anyone is dissatisfied with the resolution, allowing all employees, including workers, to directly approach their reporting manager or even the managing director to discuss any grievances they may have related to any matter within the organization.
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	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)
Permanent Employees						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil
Permanent Workers						
Male	9	9	100%	12	12	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	9	9	100%	12	12	100%

The Company's workers are the part of Tanfac Employees Union (Affiliated to CITU)

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
Employees										
Male	120	98	81.67%	88	73.33%	122	60	49.18%	80	65.57%
Female	3	3	100%	3	100%	3	3	100%	3	100%
Total	123	101	82.11%	91	73.98%	125	63	50.40%	83	66.40%
Workers										
Male	9	4	44.44%	8	88.88%	12	4	33.33%	9	75%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	9	4	44.44%	8	88.88%	12	4	33.33%	9	75%

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	120	120	100%	122	122	100%
Female	3	3	100%	3	3	100%
Total	123	123	100%	125	125	100%
Workers						
Male	9	9	100%	12	12	100%
Female	0	0	0%	0	0	0%
Total	9	9	100%	12	12	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, what is the coverage of such system?	Yes, the health & safety management system is applicable across all sites as they are ISO 45001:2018 certified.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>The Company has put in place comprehensive Hazard identification and Hazard assessment methodologies. These methodologies are designed to identify work-related hazards, covering both routine and non-routine activities.</p> <ul style="list-style-type: none"> For process-related hazards, the Company utilizes Hazard Operability (HAZOP) to ensure thorough identification and assessment. Routine and non-routine activities are addressed through the implementation of Hazard Identification and Risk assessment (HIRA) procedures. Additionally, the Company conducts Health Risk Assessment (HRA) to identify and evaluate exposure-related activities.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes, the Company has a robust incident reporting procedure in place and have provisions of training with respect to accident reporting which includes reporting accidents, near-misses, unsafe acts, and unsafe conditions.
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes

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

Safety Incident/Number	Category	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	2.2
Total recordable work-related injuries	Employees	0	0
	Workers	0	2
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 Company has established comprehensive Hazard identification and Hazard assessment methodologies to identify work-related hazards, encompassing both routine and non-routine activities. To ensure a thorough evaluation, specific assessment methods have been deployed for different types of hazards:

1. Hazard and Operability (HAZOP) is employed for process-related hazards.
2. Hazard Identification and Risk assessment (HIRA) is utilized for routine and non-routine activities.
3. Health Risk Assessment (HRA) is implemented to identify and address exposure-related activities.

In addition to these methodologies, the Company conducts regular site reviews, inspections, and audits to assess safety preparedness and identify areas for improvement. Recognizing the significance of continuous training, the Company provides regular occupational health and safety training to its employees. This training ensures that employees remain aware of potential risks, safety protocols, and best practices, enhancing their preparedness to handle various workplace situations.

During this year, the Company has undertaken internal and external audits to conduct systematic and comprehensive evaluations of its occupational health and safety practices, policies, and procedures. The Company has prioritized employee training in occupational health and safety, providing regular sessions that amounted to an average of 10.52 hours per employee.

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

Topic	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	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	Nil	NA	NA	Nil	NA	NA
Health & Safety	Nil	Nil		Nil	Nil	

14. Assessments for the year:

Topic	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
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 assessments conducted for health & safety practices and working conditions didn't highlight any major concern in this financial year. However, the Company is dynamically working towards Hazard Identification and Risk assessment (HIRA) for routine and non-routine activities and Health Risk Assessment (HRA) for identifying exposure related activities

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N):

- a. Employees (Yes/No): Yes
- b. Workers (Yes/No): Yes

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

The Company has implemented necessary systems, such as General Conditions and Contracts, which require contractors and vendors to deduct and deposit statutory dues. This ensures compliance with regulatory requirements. Additionally, the Company conducts periodic reviews of its vendors to ensure that the dues, particularly related to GST (Goods and Services Tax), PF (Provident Fund), and ESIC (Employee's State Insurance Corporation), have been duly deducted and deposited in accordance with applicable norms.

By adopting these measures, the Company demonstrates its commitment to upholding legal and financial responsibilities, fostering a transparent and compliant relationship with its contractors and vendors.

3. Provide the number of employees/workers having suffered high consequence work related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Current FY 2022-23	Previous FY 2021-22	Current FY 2022-23	Previous FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No).

No, the Company doesn't provide such assistance programs.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not available*
Working Conditions	

*The Company is actively developing a plan of undertaking the process of assessment of the value chain partners

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable.

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

In the Company, we understand the significance of our stakeholders and their interests, particularly those who are vulnerable or marginalized. We place a high priority on actively engaging with our stakeholders and truly value their feedback. To ensure this, we have established comprehensive policies and processes. Our primary objective is to generate a positive impact and maximize value for all our stakeholders, encompassing our activities, products, processes, and decision-making. By fostering collaborative relationships with our stakeholders, we strive to contribute to the betterment of society while also enhancing our business endeavours.



Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity:

The individuals or groups who are affected, either directly or indirectly, by the operations and activities of the business and with whom we engage regularly for purposes such as reporting, relationship building, and business interactions are considered the key stakeholders.

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

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ol style="list-style-type: none"> 1. Customer feedback, 2. Customer satisfaction survey, 3. Phone calls, emails and Meetings, 4. Signed contracts, 5. Exhibitions, Events 6. Customer visits & audits 7. Websites 	As and When Required	<ol style="list-style-type: none"> 1. Timely Delivery, 2. Quality 3. Pricing 4. post-sales support, 5. Product Related certification, 6. EHS Management systems
Employees	No	<ol style="list-style-type: none"> 1. Emails and Meetings, 2. Employee satisfaction surveys, 3. Training programs, 4. performance appraisal reviews, 5. Grievance Redressal Mechanisms 	As and When Required	<ol style="list-style-type: none"> 1. Fair wages and rewards, 2. Work life Balance, 3. Training & Skill development, 4. Career Growth, 5. Occupational Health and safety, 6. Job Security, 7. Transparent Communication
Suppliers	No	<ol style="list-style-type: none"> 1. Emails and Meetings, 2. Vendor Assessment, 3. Signed Contracts 	As and When Required	<ol style="list-style-type: none"> 1. Timely Payment, 2. Continuity of orders, 3. Capacity Building, 4. Transparency
Communities	No	<ol style="list-style-type: none"> 1. Training & Workshops, 2. Regular meetings, 3. Need assessment & Satisfaction surveys, 4. CSR reports 	As and When Required	<ol style="list-style-type: none"> 1. Local Employment, 2. Environmental pollution control, 3. Infrastructure development, 4. Training & livelihood programs, 5. Participation in social services
Investors & Shareholders	No	<ol style="list-style-type: none"> 1. Shareholders Meetings, 2. Publishing requisite notices/press releases/ other communications through Newspapers Advertisements/e-mails/ websites, 3. Annual Reports, 4. Company's Website/ dissemination of requisite information on website of stock exchanges and depositories, 5. Investor interactions/Calls 	As and When Required	<ol style="list-style-type: none"> 1. Sustainable growth & returns, 2. Risk Management, 3. Corporate Governance, 4. Market Share, 5. Operational Performance
Governments and Regulatory Bodies	No	<ol style="list-style-type: none"> 1. Annual Reports, 2. Statutory filings, 3. Communication with regulatory bodies, 4. Formal Dialogues 	As and When Required	

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

Stakeholder Group	Whether identified as a 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
Media	No	1. social media, 2. Press releases, 3. Interviews, 4. Website	As and when required	

Leadership Indicators**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company values the unique goals of its stakeholders and engages with them through various communication channels based on their relevance and preferences.

The Stakeholders Relationship Committee plays a vital role in facilitating constructive engagement and resolving any arising issues. Additionally, the committee is responsible for continuously reviewing the steps taken to enhance stakeholder engagement.

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

Yes. Stakeholder consultation is used to support the identification and management of environmental and social topics. The business determines its stakeholders based on experiences, knowledge, sectoral landscape, and organizational influence.

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

Every neighborhood close to our factories is seen as a crucial stakeholder. Because of the energy, water, and raw materials we use, as well as the emissions and waste streams we produce, we are aware of the immediate and indirect, socioeconomic and environmental effects it has on the communities. We have always seen our dedication to Corporate Social Responsibility as a chance to maximize good benefits and minimize negative ones. For instance, we are dedicated to empowering and supporting vulnerable and marginalized groups through education and skill development programs. The Company also strives to enhance its relationship with the local community by organizing various events such as community drives, women's day celebrations, cricket tournaments, and road safety campaigns, among others. These initiatives demonstrate the Company's strong commitment to social responsibility and building a better future for all.

PRINCIPLE 5: Businesses should respect and promote human rights

The Company is actively promoting a work environment free from harassment and discrimination and promotes a healthy and inclusive workplace. The dedication shown in developing strong policies and systems to guarantee the welfare and empowerment of the workforce is evident. It is further emphasized the significance of treating every stakeholder with respect and fairness by conducting training and awareness programs that cover topics like dignity, well-being, and human rights.

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	123	99	80.48%	125	0	0%
Other than permanent	0	0	0%	0	0	0%
Total	123	99	80.48%	125	0	0%

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workers						
Permanent	9	9	100%	12	0	0%
Other than permanent	356	40	11.23%	358	0	0%
Total	365	49	13.42%	370	0	0%

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

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	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	120	NA	NA	120	100%	122	NA	NA	122	100%
Female	3	NA	NA	3	100%	3	NA	NA	3	100%
Other than Permanent										
Male	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Workers										
Permanent										
Male	9	NA	NA	9	100%	12	NA	NA	12	100%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Other than Permanent										
Male	340	91	27%	249	73%	342	91	27%	251	73%
Female	16	16	100%	0	0	16	16	100%	0	0

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

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹ in Lacs)	Number	Median remuneration/salary/wages of respective category (₹ in Lacs)
Board of Directors (BoD)				
A) Executive Directors	1	NA	0	NA
B) Non-Executive Non - Independent Director	3	NA	1	NA
C) Non-Executive Independent Director	4	NA	1	NA
Key Managerial Personnel	3	93.70	0	NA
Employees other than BOD and KMP	117	6.44	3	7.83
Workers	9	6.94	0	NA

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

Yes, the Company prioritizes the protection and promotion of fundamental human rights for all its employees and workers. The proactive approach of the HR department in addressing human rights impacts or issues arising from the Company's operations is highly valuable.

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

Yes, the Company has a structured approach to handling grievances related to human rights. Employees can submit such grievances to the human resource department, ensuring a designated channel for their concerns.

In the event that an employee is not satisfied with the resolution provided by the HR department, the Company's open-door policy allows them to escalate the matter directly to the managing director's office. Moreover, the Company ensures that the identity of the individual raising the concern is protected throughout the entire grievances handling process. This protection is facilitated by the Whistleblower Mechanism Policy, which safeguards the anonymity of the employee, fostering a safe environment for reporting sensitive issues.

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

	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	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	Nil	NA	NA	Nil	NA	NA
Discrimination at workplace	Nil	NA	NA	Nil	NA	NA
Child Labour	Nil	NA	NA	Nil	NA	NA
Forced Labour/Involuntary Labour	Nil	NA	NA	Nil	NA	NA
Wages	Nil	NA	NA	Nil	NA	NA
Other human rights related issues	Nil	NA	NA	Nil	NA	NA

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

The Company's Whistle Blower Mechanism Policy and Prevention of Sexual Harassment (POSH) policy both include provisions to prevent adverse consequences for complainants in cases of discrimination and harassment. The policies emphasize maintaining confidentiality to the extent necessary to complete the investigation process. Adequate safeguards are also put in place to protect complainants from any form of victimization.

The Company takes a strong stance against any unfair treatment of a Whistle Blower due to their complaint. To minimize difficulties faced by the Whistle Blower when making a Protected Disclosure, the Company ensures appropriate safeguards are in place. Confidentiality is maintained to the extent possible and as permitted by law to protect the identity of the Whistle Blower.

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

Yes, the Company has a well-structured supplier code of conduct that covers human rights issues as a part of business agreement and contracts.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	Nil
Forced/involuntary labor	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
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.

There are no concerns found due to which there is requirement of any corrective action to be taken.

Leadership Indicators

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

NA. The Company has not modified/introduced business processes as a result of Human Rights grievances/complaints.

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

The Company comprehensively undertakes internal Human Rights Due Diligence process on a quarterly basis. The procedure in place identifies, prevents and addresses actual or potential human rights impacts resulting from their activities or the activities of those with which they have relationships.

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

In compliance with the Rights of Persons with Disabilities Act, 2016, the Company have made their premises accessible to differently-abled visitors. Through the support the Company ensures that every individual feel valued and included, regardless of their abilities.

4. Details on assessment of value chain partners:

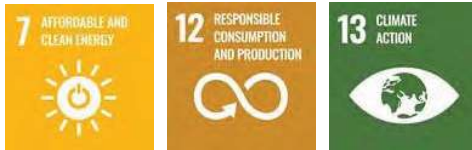
The Company is actively developing a plan of undertaking the process of assessment of the value chain partners.

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	The Company recognizes the importance of ensuring ethical working conditions and upholding human rights within its supply chain. To achieve this, the Company is currently in the process of developing a robust assessment framework targeting specific suppliers or subcontractors that may not adhere to accepted norms for working conditions and human rights.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	An active mitigation plan is being implemented by the Company through its updated Supplier Policy. This policy mandates that all suppliers and vendors comply with the Company's standards related to labour practices, health and safety, ethical conduct, and environmental responsibility.
Others – please specify	

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

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment



At Company, we are committed to advancing long-term sustainability and enhancing societal wellbeing. We support an exhaustive approach of resource management that supports the objectives of our Company. We are aware of how we affect the three pillars of profit, planet, and people. As a result, we have taken steps to implement our commitments and policies into actions that will have the least possible negative impact on the environment. We take seriously our obligation to increase environmental awareness through our business practices and connections with the local community. We commit ourselves to enhance our business more sustainable and environmentally friendly.

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (in GJ)	7296.24	5418.39
Total fuel consumption (B) (in GJ)	123009.07	253305
Energy consumption through other sources (E) (in GJ)	56118.24	60761.88
Total energy consumption (A+B+C) (in GJ)	186423.55	319485.27
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (in GJ per ₹)	0.0000503	0.0000987

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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.

NA. The Company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Hence, no targets have been set under the PAT scheme.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	4,82,641	6,26,352
(iv) Seawater/desalinated water	0	0
(v) Others (Rainwater storage)	0	0
Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	4,82,641	6,26,352
Total volume of water consumption (in kilolitres)	4,03,488	5,01,438
Water intensity per rupee of turnover (Water consumed/turnover) (kl per ₹ of revenue)	0.000109	0.000154

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Yes, we are discharging treated effluent from Inorganic compounds through common discharge system as per the defined norms. We have ZLDS for Synthetic Organic Consent Product with Multiple Effect Evaporator system.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	mg/m3	Within permissible limit	Within permissible limit
SOx	mg/m3	Within permissible limit	Within permissible limit
Particulate matter (PM)	mg/m3	Within permissible limit	Within permissible limit
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	Within permissible limit	Within permissible limit
Hazardous air pollutants (HAP)	mg/m3	Within permissible limit	Within permissible limit
Others – please specify	PPM	NA	NA

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	9633.58	21962.73
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	1641.66	1219.13
Total Scope 1 and Scope 2 Emissions per rupee of turnover	tCO2e/₹	0.00000304	0.00000716

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Yes, at Tanfac, we take our responsibility towards the environment seriously. In line with this:

- Recovery of Heat from Sulphuric acid plant -1 and produced hot water. This hot water replaced use of steam for HF distillation in HF plant. This resulted in CO2 Equivalent reduction of (12.5MT of Coal/day X 330 days X 44/12 X 45% of C/6.5) – 1,047 MT of CO2/yr. This is equivalent to planting mature trees of 47,596 trees/yr.
- Stopped Process boiler and avoided use of Coal. This resulted in CO2 Equivalent reduction of (12.5MT of Coal/day X 250 days X 44/12 X 45% of C) - 5,156 MT of CO2 in FY'23 & recurring – 6,806 MT of CO2/yr. This is equivalent to planting mature trees of 3,09,375 trees/yr.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	68.73	85.18
E-waste (B)	8.37	0
Bio-medical waste I	0.02	0.012
Construction and demolition waste (D)	Nil	Nil
Battery waste I	4.56	0
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	1968.39	1439.92
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	759.28	543.3
Total (A+B + C + D + E + F + G+ H)	2809.35	2068.42

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 water	23,400 KL	24,500 KL
(ii) Re-used by product	0	0
(iii) Steam Condensate reuse	86,861	92,311
(iv) Recycled	114	112
(v) Coprocessing	1388	1349
(vi) Non-Hazardous waste	44	100
Total	1,11,807	1,19,183

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

(i) Incineration	Nil	Nil
(ii) Landfilling	186	158
(iii) Other disposal operations	Nil	Nil
Total	186	158

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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 product and processes and the practices adopted to manage such wastes.

As a chemical manufacturing Company that prioritizes the environment, our primary objective is to manage waste at its source through segregation, allowing for effective management.

- We adhere to the 3R waste management principles - reduce, reuse, and recycle. Our Company has taken efforts to recycle the ETP Sludge partly in our process and continue to Co-process our ETP Sludge in the cement Industries resulting conservation of natural resources.
- We recycle our effluent and reuse it on-site, actively pursuing zero liquid discharge.

- We recycle our effluent and reuse it on-site, actively pursuing zero liquid discharge.
- We also recover waste heat and utilize it, thus minimizing energy requirements.
- We are enhancing the safety and hygiene of our premises by adopting the latest available technologies to handle hazardous and toxic chemicals.
- Additionally, we are increasing employee awareness regarding the proper handling and usage of these chemicals.

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

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

Our Company operates solely within designated industrial areas and does not have any offices located in or around ecologically sensitive regions, such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. As a result, we do not require any environmental approvals or clearances for our operations.

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

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

NA. The Company has not undertaken any environmental impact assessments of projects based on applicable law in FY 2022-23.

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:

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

We adhere to the relevant environmental laws, regulations, and guidelines in India, including the following

- Water (Prevention and Control of Pollution) Act, 1974
- Air (Prevention and Control of Pollution) Act, 1981
- Environment Protection Act, 1986
- Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016
- Chemical Accidents (Emergency Planning, Preparedness, and Response) Rules, 1996
- Central Motor Vehicles Rules, 1989 and their associated rules

Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources (in GJ)		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	Nil	Nil
From non-renewable sources (in GJ)		
Total electricity consumption (D)	7296.24	5418.38
Total fuel consumption (E)	123009.07	253305
Energy consumption through other sources (F)	56118.24	60761.88
Total energy consumed from non-renewable sources (D+E+F) (in GJ)	186423.55	319485.26

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

2. Provide the following details related to water discharged:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m3	NA	NA
- No treatment	m3	NA	NA
- With treatment	m3	NA	NA
(ii) Into Groundwater	m3	NA	NA
- No treatment	m3	NA	NA
- With treatment	m3	NA	NA
(iii) Into Seawater	m3	NA	NA
- No treatment	m3	NA	NA
- With treatment	m3	NA	NA
(iv) Sent to third-parties			
- No treatment	m3	NA	NA
- With treatment – Collection, Neutralization, Clariflocculation and Filtration. Treated effluent meets the marine standards.	KL	79,153	1,24,914
(v) Others	m3	NA	NA
- No treatment	m3	NA	NA
- With treatment	m3	NA	NA
Total water discharged (in kiloliters)	KL	79,153	1,24,914

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

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

(i) Name of the area: NA

(ii) Nature of operations: NA

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)			
(i) Surface water	m ³	Nil	Nil
(ii) Groundwater	m ³	Nil	Nil
(iii) Third party water	m ³	Nil	Nil
(iv) Seawater/desalinated water	m ³	Nil	Nil
(v) Others	m ³	Nil	Nil
Total volume of water withdrawal (in kilolitres)	m ³	Nil	Nil
Total volume of water consumption (in kilolitres)	m ³	Nil	Nil
Water intensity per rupee of turnover (Water consumed/ turnover)	KL per crore ₹ of revenue	Nil	Nil
Water discharge by destination and level of treatment (in kiloliters)			
(i) Into Surface water	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
(ii) Into Groundwater	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
(iii) Into Seawater	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
(iv) Sent to third-parties	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
(v) Others	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
Total water discharged (in kilolitres)	m³	Nil	Nil

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	90950.114	Not Available
Total Scope 3 emissions per rupee of turnover	TCO ₂ e/₹	0.0000246	NIL

* We have initiated Scope 3 emission data monitoring this year itself i.e., FY 2022-23. Thus, data for previous year is not available

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Not Applicable. The Company does not have operations/offices in/around any ecologically sensitive areas (ESAs) or ecologically fragile areas (EFAs).

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	NA	NA	NA

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

Our Company has established a comprehensive business continuity and disaster management plan, which involves identifying potential threats and opportunities through a threat matrix. The approach used for this matrix is the minimal operational requirement of any particular department that is necessary to keep it functional. Each site has a detailed action plan in place, enabling us to continue business operations with minimal resources if necessary. Additionally, we have both onsite and offsite emergency plans in place, which are readily available at each site, and our employees are trained to respond effectively to any emergency situation.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

No, there has been no significant adverse impact to the environment, arising from our value chain identified till now. As part of our commitment to sustainability, we strive to minimize the environmental impact of our value chain. We recognize that our operations have an impact on the environment, and we have taken a proactive approach to address any adverse impacts. Moving forward, we will continue to assess the impact of our operations and supply chain, and implement mitigation measures where necessary. We are actively exploring and investing in new technologies and processes to reduce our carbon footprint and minimize waste. Additionally, we are working with our suppliers and partners to promote sustainable practices throughout our value chain. Our goal is to create a sustainable and resilient business that contributes positively to the environment and communities in which we operate.

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

Not Applicable

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



The Company places a strong emphasis on being open and honest by proactively sharing necessary information with the public and regulatory entities. The Company believes in conducting interactions with these bodies based on principles like integrity and transparency. To ensure effective communication of the Company's perspectives and concerns, qualified officials are trained and authorized to engage with trade chambers and industry associations. This approach fosters constructive dialogues with key stakeholders and enables the Company to influence policy-making processes in a manner that aligns with its sustainability goals. The Company actively takes part in representing opinions and concerns to regulatory bodies, showcasing its dedication to driving positive change and contributing to the development of a favorable business environment.

Essential Indicators

1. a) Number of affiliations with trade and industry chambers/associations.

The Company has a total 4 affiliations with trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Madras Management Association	National
2	Chemical Industries Association	National
3	Indian Chemical Council	National
4	Confederation of Indian Industry	National

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

In FY 2022-23, the Company maintained an exemplary track record, receiving no adverse orders from regulatory authorities. This achievement is a testament to the commitment to cultivating a workplace environment that places a strong emphasis on integrity, fairness, and ethical decision-making.

Name of Authority	Brief of the case	Corrective action taken
NA	NA	NA

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/Other-please specify)	Web Link, if available
1	NA	NA	NA	NA	NA

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.



Our aim is to promote equitable and sustainable community development with a strong emphasis on inclusivity. We have a comprehensive framework for engagement because we value community interaction. We want to promote a culture that places a high value on fusing corporate social responsibility (CSR) principles with commercial goals. Our commitment to acting on the values of generosity and compassion is fueled by our unwavering belief in the philosophy of compassionate care. We pursue initiatives focused on quality management, environmental preservation, and socioeconomic uplift because we are fully committed to building a society that benefits everyone.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

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

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

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

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

We have a comprehensive grievance redressal mechanism for all our stakeholders. The grievance handling process is designed to be inclusive and accessible, with individuals able to submit grievances in written or verbal form and in various local languages. These grievances can be submitted through postal mail and local community relations staff to the Vigil Department of the Company. Anonymous grievances and those made on behalf of others are also accepted, and local suppliers are also welcomed to express their concerns.

Upon receiving a grievance, the Company acknowledges its receipt and assesses its severity before assigning it to a designate person from HR/Legal dept, who will follow through the process to ensure effective redressal. Grievances that are deemed to be of high severity are escalated to senior management levels for further investigation. The designated grievance manager and relevant departments work together to investigate the grievance and propose a resolution to the complainant. In some cases, additional information may be requested from the complainant to ensure a thorough investigation.

The Company strives for a dialogue-based approach to resolving grievances, working together with the complainant to find a resolution. Remedies are proposed on a case-by-case basis, and if the proposed solution is not accepted by the complainant, they have the option to appeal. The appeal will be reviewed by alternate investigators to ensure a fair evaluation of the grievance.

The Company's ultimate goal is to resolve grievances quickly, and once the complainant accepts the proposed solution, the grievance is considered resolved.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2022-23 Current FY	FY 2021-22 Previous FY
Directly sourced from MSMEs/Small producers	4.23 %	5.09 %
Sourced directly from within the district and neighboring districts	40.87 %	47.54 %
Sourced from outside India (Import)	54.90 %	47.37 %

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount Spent in ₹
NA	NA	NA	NA

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)

No

(b) From which marginalized/vulnerable groups do you procure?

NA. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

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

NA. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

We did not own or acquire any intellectual property based on traditional knowledge in the current financial year, and therefore, no benefits were derived or shared from such properties.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

The Company has had no adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Thus, no correct actions are underway on such issues.

Sr. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1.	<p style="text-align: right;">Education</p> <ul style="list-style-type: none"> Higher Education Support provided to economically backward and bright students of Cuddalore District. Education Support to Government Schools through NAMMA SCHOOL FOUNDATION formed by Tamil Nadu Government. Supported for Construction of Class room and Yoga Hall for Kala Kendrum School, Cuddalore. Tanjore Painting training for female poor students. Supported Nearby villages 4 Government Schools during Independence and Republic Day Programme by providing of education materials. 	3235	100 % beneficiaries are from vulnerable and marginalized group
2.	<p style="text-align: right;">Health</p> <ul style="list-style-type: none"> Conducted eye camp in Rasapettai Village Government Schools. Provided Dialysis Machine to Lions Eternal Empathy Foundation for benefit of Dialysis Patients. Supported for Physiotherapy and Sensory integration therapy for children to improve Health Conditions. Supported to District Administration for conducting Drug Addiction Awareness Campaign. Supported for Medicine and other requirements for Cancer affected children, Pattanur, Villupuram district. 	2250	100 % of beneficiaries are from villages, who are from vulnerable and marginalised group.
3.	<p style="text-align: right;">Infrastructure & Others</p> <ul style="list-style-type: none"> Contributed to District Administration towards Desilting of Lake/ Ponds towards conservation of water. Provided Cloth bag vending machine to prevent use of plastics to conserve Environment. Conducted Environment Plastic abatement awareness programme for the public by providing of Manjappai in co-ordination with TNPCB & District Administration. Supported to International Chess Olympiad 2022 organized by Tamil Nadu Government. Supported to District Administration for Sports awareness Programme to maintain Health conditions of society. Provided Cardiac Bed to Advanced Primary Health Centre, Karaikadu. 	14187	100 % beneficiary are from vulnerable and marginalised group.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner



The main focus is to build a caring and responsible partnership with our customers, aiming to enhance their overall experience. We engage with consumers through various channels and maintain a transparent and easy-to-follow procedure for gathering feedback and handling complaints. Our customers have unrestricted access to all our engagement platforms and communications. We are committed to continually enhancing our business processes to deliver exceptional service that meets their needs, adds value, and exceeds their expectations, and we always work with them in an ethical manner.

Essential Indicators

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

Corrective actions are determined through root cause analysis and the resolution of complaints. Once these actions are implemented, they are systematically communicated to the consumers. Additionally, continuous interaction with the consumers is maintained to ensure their satisfaction. Consumer satisfaction levels are assessed through periodic consumer feedback surveys.

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

Information related to	As a percentage to total turnover
Environment and Social parameters relevant to product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints

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

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/No) If available, provide a web-link of the policy.

Yes, the Company has a policy in place for cyber security and data privacy risks. Implementing a robust Information Security and Data Protection Policy demonstrates the commitment to safeguard consumer information and sensitive data. By having a well-defined policy, the Company can ensure safe handling of consumer information and following best practices for data protection. It not only helps in mitigating potential risks but also enhances consumer trust and confidence in the organization.

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.

During the financial year, the Company did not receive any penalties or regulatory action related to the safety of our products.

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).

All the services available on website. It is available at link <https://www.tanfac.com/gallery.php>

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

The Company strictly adhere to all essential safety protocols concerning chemical handling. The commitment to safety is evident in the provision of material safety data sheets (MSDS) to all the customers. These sheets encompass detailed information on chemical compositions, hazard specifics, and safe handling instructions.

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

In order to maintain uninterrupted essential services for the customers, the Company have implemented change procedures that automatically initiate communication through relevant channels, such as emails, whenever there is a potential risk of disruption or discontinuation.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the Company adheres to the Classification, Labelling, and Packaging (CLP) Regulation of the United Nations' Globally

Harmonized System (GHS) for the products and the customers receive accurate and essential information about products. Seeking feedback from the customers demonstrates a proactive approach to improvement. The Company actively listen to the opinions and suggestions about their systems and processes.

They regularly assess customer satisfaction to maintain a high level of service quality and to adapt to changing customer preferences and market demands.

5. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches along-with impact- Nil**
- b. **Percentage of data breaches involving personally identifiable information of customers- Nil**