

July 19, 2023

VCL/SE/59/2023-24

To  
**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai – 400 001  
**Scrip Code: 516072**  
**Through: BSE Listing Centre**

To  
**National Stock Exchange of India Limited**  
Exchange Plaza, C-1, Block G  
Bandra Kurla Complex, Bandra (East),  
Mumbai -400 051  
**NSE Symbol : VISHNU**  
**Through : NEAPS**

**Sub: Business Responsibility and Sustainability Report for the financial year 2022-23**

Dear Sir,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Integrated Annual Report for the financial year 2022-23.

The same is also available on the website of the Company at <https://vishnuchemicals.com/wp-content/uploads/2023/07/Business-Responsibility-and-Sustainability-Report-FY-2022-23.pdf>

This is for your information and records.

Thanking You.

Yours faithfully,

**For Vishnu Chemicals Limited**

**Vibha Shinde**  
**Company Secretary & Compliance Officer**

# 'ANNEXURE I'

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the Listed Entity

- Corporate Identity Number (CIN) of the Listed Entity : L85200TG1993PLC046359
- Name of the Listed Entity : Vishnu Chemicals Limited
- Year of Incorporation : 1993
- Registered Office Address: H.No. 8-2-293/82/F/23-C, Plot No. 23, Road No. 8 Film Nagar, Jubilee Hills, Hyderabad Telangana-500096
- Corporate Address: H.No. 8-2-293/82/F/23-C, Plot No. 23, Road No. 8 Film Nagar, Jubilee Hills, Hyderabad, Telangana -500096
- E-mail : investors@vishnuchemicals.com
- Telephone : 040-23396817/23327723/29
- Website : <https://vishnuchemicals.com/>
- Financial year for which reporting is being done : April 01, 2022 to March 31, 2023
- Name of the Stock Exchange(s) where shares are listed : Equity shares are listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
- Paid-Up Capital : ₹ 88,58,35,200/-
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

S No.	Particulars	Details
1	Name	Mr. Ch. Krishna Murthy
2	Designation	Chairman & Managing Director
3	Telephone No	+91-40-23396817
4	Email id	investors@vishnuchemicals.com

- Reporting boundary – Standalone.

#### II. Products/Services

- 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 of Specialty Chemicals	Specialty Chemicals	99

- 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	Chromium Chemicals	20119	99

#### III. Operations

- Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	3	1	4
International	0	0	0

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

## 17. Markets served by the entity:

## a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	50+ countries

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

Exports Turnover is 47.33%

## c. A brief on types of customers

Vishnu Chemicals Limited has a diversified customer base and our customers are our pillars of strength who continue to contribute in our growth and success. As a pure play chemical manufacturer, we have today consolidated our position as a dependable supplier for global companies across pharmaceutical, consumer & industrial sectors including glass, pigments and dyes, leather, automobiles, wood preservatives etc.

## IV. Employees

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

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	296	281	95%	15	5%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	296	281	95%	15	5%
<b>WORKERS</b>						
4.	Permanent (F)	126	126	100%	0	0%
5.	Other than Permanent (G)	648	636	98%	12	2%
6.	<b>Total workers (F + G)</b>	774	762	98%	12	2%

## b. Differently abled Employees and workers:

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

## 19. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	29%
Key Management Personnel	4	1	25%

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

20. Turnover rate for permanent employees and workers

Category	2022-23			2021-22			2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6%	1%	7%	8%	0	8%	8%	2%	10%
Permanent Workers	4%	0	4%	2%	0	2%	2%	0	2%

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

21. 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	Vishnu Barium Private Limited	Indian Subsidiary	100%	No
2	Vishnu South Africa (Pty) Limited	Foreign Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in ₹) – ₹ 1,22,185.61 Lakhs

(iii) Net worth (in ₹)- ₹ 34,609.29 Lakhs

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the nine principles 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)	2022-23			2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. <a href="https://vishnuchemicals.com/investors/#Policies">https://vishnuchemicals.com/investors/#Policies</a>	Nil	Nil	–	Nil	Nil	–
Investors (other than shareholders)		Nil	Nil	–	Nil	Nil	–
Shareholders		1	Nil	–	Nil	Nil	–
Employees and workers		Nil	Nil	–	Nil	Nil	–
Customers		Nil	Nil	–	Nil	Nil	–
Value Chain Partners		Nil	Nil	–	Nil	Nil	–
Others (please specify)		Nil	Nil	–	Nil	Nil	–

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

## 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	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health and safety of Employees and all stakeholders	Risk & Opportunity	Aim to achieve eco-friendly organisation & maintain sustainable practices	Company's plants are equipped with modern machinery operated with sustainable practices	Nil
2	Waste Management	Opportunity	Reduce, Reuse and Re-cycle our waste	Continually improving our waste management monitoring. Waste is sent to authorised waste management agencies and further we aim to reduce, reuse and re-cycle our waste	Opportunity to reduce waste management expenses
3	Grievance Redressal Mechanism	Opportunity	Aim to redress the grievance of the shareholder in time – bound manner	We have the grievances mechanism in place along with the whistle blower policy	Nil
4	Ethics and Governance	Opportunity	Good governance helps to attract and retain talent Smooth business operations	Zero tolerance for statutory non-compliance. Continuous monitoring, reporting and corrective/ preventive actions as and when required.	These mitigation practices help us with de-risking facilities, healthy work environment which brings better productivity. Adherence to regulatory compliance, attract customers, and grow business

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://vishnuchemicals.com/investors/#Policies">https://vishnuchemicals.com/investors/#Policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policies into Procedures.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001, Authorised Economic Operator for Imports & Exports, Two star Export house of India, Quality Circle Forum of India, Federation of Telangana Chamber of Commerce & Industry, International Chromium Development Association.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is engaging with the subject matter experts and actively pursuing sustainability improvement agenda.								

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Not Applicable								

### Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: Our Company is committed for conservation of environment, health and safety of its employees and all direct and indirect stakeholders. Our teams regularly conduct awareness programs and impart training to all employees on sustainability practices. Our philosophy for sustainability stems from individual action and collective responsibility.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ch. Krishna Murthy (Chairman & Managing Director)								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No, The Company does not have a specified Committee. The Board of Directors and senior leadership team reviews the business responsibility performance periodically as part of overall management review.								
10. Details of Review of NGRBCs by the Company:									

Subject for Review	Review by Director / Committee of the Board/ Any other Committee									Frequency								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including the Board of Directors. 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 Company complies with statutory requirements as applicable.																	

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. However, the Company conducts review of the charters, policies by the Board Committees on need basis which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.								

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

All nine principles as articulated in India's National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of business are covered by policies of Vishnu Chemicals Limited.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**
**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**
**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**
**Essential Indicators**

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

Segment	Total Numbers of Training And Awareness programmes held	Topics/ Principles covered under the training and its impact	Percentage of the person of the respective category covered by awareness programmes
Board of Directors & Key Managerial Personnel	4	Industry overview, business overview, plans & budget Statutory compliances as Board Members including their rights, roles & responsibilities, financial performance, familiarisation on statutory provisions as a Board Member	100%
Employees other than Board of Directors and KMP	16	Learning and Development infinite Enhancing people Effectiveness, 5S, Quality Management Roles in Plant Operations through process monitoring, Leadership Challenges in the Current scenario- Opportunities & Avenues for Success, Decision making skills, Storage and Preservation of Material, VFD Trouble Shooting, Utility Control for Efficiency	80%
Workers	45	Responsibilities of ETP Operators, Centrifugal Pumps, Pressure transmissions, BCS Burner, Material Identification and Traceability, Kiln Operations Principles, Parameters & Controls for process Optimisation, Leaching Process, PH & ORP Transmitters Working Principle and Calibrations, QC Lab Practices, Safety with Lifting Appliances	90%

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:

Monetary					
	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			Nil		
Settlement					
Compounding fee					

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

3. Details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

No penalties or fines were reported. We comply with the regulations and policies.

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.

The Company has an anti-corruption and anti-bribery policy in place. Also, the Company has whistle blower policy and code of conduct which can be accessed through <https://vishnuchemicals.com/investors/#Policies>

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

	2022-23	2021-22
Directors	Nil	
KMP		
Employees		
Workers		

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

	2022-23		2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. 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

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

#### Essential Indicators

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

	2022-23	2021-22	Details of improvement in environment and social impacts
R&D	Nil	Nil	<b>Inorganic Products Development:</b> At Vishnu we understand the importance of environmental sustainability and therefore, all our strategies are thoroughly screened by team of professionals from environment perspective before getting converted to successful business ideas. Production processes, plans and its environmental impact on business activities are analyzed and accordingly plans are formulated to mitigate its adverse effects, if any. Our focus underlies towards making our planet healthier and thus steps are being taken to manufacture products innovatively so that Vishnu can contribute towards protection of global ecosystems, health and well-being of all its stakeholders.
Capex	Nil	Nil	

2. a. Does the entity have procedures in place for sustainable sourcing?  
No
- b. If yes, what percentage of inputs was sourced sustainably?  
Not Applicable



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

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 uses plastic bags for packaging. Therefore, the excess stock build up will not be present at the time of recycling. E-waste is limited to disposal of the electronic panels and this is disposed to authorised recyclers. Waste is sent to authorised waste management agencies after neutralisation and stabilisation. Part of waste is being sent to authorised agencies for use as a raw material.

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?

Not Applicable

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

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	281	281	100%	281	100%						
Female	15	15	100%	15	100%	Nil		Nil		Nil	
Total	296	296	100%	296	100%						

Employees other than the above mentioned are covered under Employees' State Insurance Scheme

<b>Other than Permanent Employees</b>											
Male											
Female						Nil					
Total											

Employees are covered under Employees' State Insurance Scheme

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	126	92	73%	92	73%						
Female	0	0	0	0	0	Nil		Nil		Nil	
Total	126	92	73%	92	73%						

Workers other than the above mentioned are covered under Employees' State Insurance Scheme

<b>Other than Permanent workers</b>											
Male	636	169	27%	169	27%						
Female	12	1	8%	1	8%	Nil		Nil		Nil	
Total	648	170	27%	170	27%						

Workers other than the above mentioned are covered under Employees' State Insurance Scheme

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

2. Details of retirement benefits, for Current financial year and Previous financial year.

Benefits	2022-23			2021-22		
	No. of employees covered as a % of total employees	No. of Workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the Authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	0	66	Yes	0	65	Yes
Others – specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes

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

The Company does not discriminate on the grounds of disabilities and believes in providing equal opportunities to all its employees.

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	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

Permanent Workers	The employees / workers can register their complaints with their immediate manager or concerned HR manager. Also, the Company has established a vigil mechanism/ Whistle blower policy for Directors and employees to report their concerns
Other than permanent Workers	
Permanent Employees	
Other than permanent Employees	

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

Category	2022-23			2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	Not Applicable					
Male						
Female						
<b>Total Permanent Workers</b>						
Male						
Female						

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

8. Details of training given to employees and workers:

Category	2022-23					2021-22				
	Total (A)	On health and safety measures		On skills upgradation		Total (D)	On health and safety measures		On skills upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Employees</b>										
Male	281	220	78%	250	89%	280	210	75%	240	86%
Female	15	15	100%	15	100%	15	10	67%	10	67%
<b>Total</b>	<b>296</b>	<b>235</b>	<b>79%</b>	<b>265</b>	<b>90%</b>	<b>295</b>	<b>220</b>	<b>75%</b>	<b>250</b>	<b>85%</b>
<b>Workers</b>										
Male	762	700	92%	720	94%	761	690	91%	710	93%
Female	12	9	75%	10	83%	11	10	91%	10	91%
<b>Total</b>	<b>774</b>	<b>709</b>	<b>92%</b>	<b>730</b>	<b>94%</b>	<b>772</b>	<b>700</b>	<b>91%</b>	<b>720</b>	<b>93%</b>

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

Category	2022-23			2021-22		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male	281	281	100%	280	280	100%
Female	15	15	100%	15	15	100%
<b>Total</b>	<b>296</b>	<b>296</b>	<b>100%</b>	<b>295</b>	<b>295</b>	<b>100%</b>
<b>Workers</b>						
Male	762	762	100%	761	761	100%
Female	12	12	100%	11	11	100%
<b>Total</b>	<b>774</b>	<b>774</b>	<b>100%</b>	<b>772</b>	<b>772</b>	<b>100%</b>

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, the Company across all its plant locations has deployed appropriate and adequate safety appliances. Provisions have been made for safe drinking water. Personal Protective Equipment are made available at all locations, regular drills are conducted to ensure preparedness, training session on safe handling and disposal of waste and regular health check-ups are done to ensure safety 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?

A monthly Safety Committee meeting is being conducted to discuss work related hazards and assess risks and being addressed.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)

Yes

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

Yes

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

11. Details of safety related incidents:

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

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

The Company ensures a safe and healthy work place. Imparting awareness in every shift, work permit system, safety awareness, providing PPE kits to all employees are some of the measures taken by the Company.

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

	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

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

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

We have taken the corrective actions whenever incident happens, preventive actions are taken care of to minimise the safety and health related issues if any.

### 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.

We have identified the key Stakeholders for Vishnu based on the following attributes:

- Dependency** – Stakeholders who are directly dependent on the organisations' activities, products, services or on whom the organisation is dependent to operate.
- Responsibility** – Stakeholders towards whom the organisation has legal, commercial, operational, or moral/ ethical responsibilities.

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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 & Marginalised 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
Shareholder / Investor	No	General Meetings, Annual Report, Press Releases, Newspaper, Publications, Conference Call, Emails, Investor meet, website	Annually / Half Yearly / Quarterly	Statutory and Business Requirement
Customer / Client	No	Discussions, Meetings, email, call conferences, video conferences, relationship meetings, website	Annually / Half Yearly / Quarterly	Product and services quality, feedbacks, technical service
Employees	No	Emails, One to one interactions, Performance appraisal reviews, Grievances redressal Mechanism, Monthly staff meetings	As and when required	Learning Opportunities and growth, fair Wages and rewards, career growth, job security
Suppliers / Vendors	No	Meetings, Contracts, Email, SMS, Agreements	As and when required	Material requirements, timely supplies and payments, credit worthiness, maintaining relationships
Government/ Statutory Authorities	No	Communications with regulatory bodies	As and when required/ Yearly	Ensure compliances of all rules and regulations
Bankers	No	Meetings, Telephonic calls, Emails, SMS	As and when required	Terms and conditions of banks, Sanction letters, compliance requirements
Community	No	Newspaper Publications, press releases, website, CSR Initiatives, Interviews, Social Media	As and when required	Community Development

**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:

Category	2022-23			2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	296	296	100%	294	294	100%
Other than permanent	Nil					
<b>Total Employees</b>	<b>296</b>	<b>296</b>	<b>100%</b>	<b>294</b>	<b>294</b>	<b>100%</b>
<b>Workers</b>						
Permanent	126	126	100%	126	126	100%
Other than permanent	648	648	100%	620	620	100%
<b>Total Workers</b>	<b>774</b>	<b>774</b>	<b>100%</b>	<b>746</b>	<b>746</b>	<b>100%</b>

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## 2. Details of minimum wages paid to employees and workers:

Category	2022-23				2021-22					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	296	Nil		296	100%	294	Nil		294	100%
Male	281	Nil		281	100%	280	Nil		280	100%
Female	15	Nil		15	100%	14	Nil		14	100%
<b>Other than Permanent Employees</b>	Nil									
Male										
Female										
<b>Workers</b>										
<b>Permanent</b>	126	Nil		126	100%	126	Nil		126	100%
Male	126	Nil		126	100%	126	Nil		126	100%
Female	0	Nil		0	0%	0	Nil		0	0%
<b>Other than Permanent Employees</b>	648	Nil		648	100%	630	Nil		630	100%
Male	636	Nil		636	100%	620	Nil		620	100%
Female	12	Nil		12	100%	10	Nil		10	100%

## 3. Details of remuneration/salary/wages:

(₹ in Lakhs)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	22	2	Nil
Key Managerial Personnel	3	24	1	2
Employees other than BoD and KMP	1,068		327	
Workers				

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

Yes

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

The grievances related to human rights can be submitted to the Human Resource Department and share their concern regarding the issues they were facing and their identity also protected throughout the grievances handling process.

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

	2022-2023			2021-2022		
	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						
Wages						
Other human rights related issues						

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

Complaints, if any, are directly placed before the Internal Committee.

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

Yes

9. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100% Assessed, No Concern
Forced/involuntary labour	100% Assessed, No Concern
Sexual harassment	100% Assessed, No concern
Discrimination at workplace	100% Assessed, No concern
Wages	100% Assessed, No concern
Others – please specify	-

10. Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments above.

Not Applicable

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

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	2022-23	2021-22
Total electricity consumption (A)- (Giga Joules)	2,56,695	1,98,560
Total fuel consumption (B)	36,39,556	31,23,373
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>38,96,251</b>	<b>33,21,993</b>
Energy intensity per rupee of turnover ( <i>Total energy consumption/ turnover in rupees</i> )	49.98	53.97
Energy intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	-	-

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Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No independent assessment/ evaluation/assurance has been carried out.

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. Details of the following disclosures related to water:

Parameter	2022-23	2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	2,735	639
(ii) Groundwater	18,963	30,175
(iii) Third party water	4,86,499	4,31,884
(iv) Seawater/desalinated water	-	-
(v) Others	16,704	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>5,24,901</b>	<b>4,62,698</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>5,21,138</b>	<b>4,61,604</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.11	0.12
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment/ evaluation/assurance has been carried out.

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

Water management plays an integral part of Vishnu's culture. The Company constantly aims at achieving decrease use of water, especially potable water. With a principle goal of reducing the effluents, the Company also focuses on operational innovations like, Recycling, Reusing, Treating/Neutralising the Effluents and restoring the water from these processes and using in process operations.

The Company is actively mapping potential water-saving projects, especially concerning freshwater like adopting new techniques in operations to achieve ZLD, ETP Plants, Multiple effect evaporators etc.

Currently the Company is successful in implementing ZLD operations at two locations.

5. Details of air emissions (other than GHG emissions) by the entity:

Parameter	Unit	2022-23	2021-22
NOx	Mg/m3	132	123
SOx	Mg/m3	111	106
Particulate matter (PM)	ug/m3	40,865	48,885
Persistent organic pollutants (POP)	ug/m3	54	22
Volatile organic Compounds(VOC)	ug/m3	2.50	2.60
Hazardous air pollutants (HAP)	-	-	-
Others – please specify		<0.1	<0.1

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, We have certified external agency i.e., M/s. S V Enviro Labs to monitor the air emissions on regular intervals.



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6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	2022-23	2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,41,444	1,10,990
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	56,044	56,298
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	-	0.02	0.02
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment/ evaluation/assurance has been carried out.

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

At Vizag location, CO<sub>2</sub> Gas recovery plant was established in 2021-22.CO<sub>2</sub> is recovered from boiler flue gases which is under operations.

8. Details related to waste management by the entity:

Parameter	2022-23	2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	20	22
E-waste <b>(B)</b>	0.29	-
Bio-medical waste <b>(C)</b>	-	-
Construction and demolition waste <b>(D)</b>	-	-
Battery waste <b>(E)</b>	-	-
Radioactive waste <b>(F)</b>	-	-
Other Hazardous waste. Please specify, if any. <b>(G)</b> <b>(in Mts on dry basis)</b>	67,044	72,776
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)- Coal Ash <b>(in Mts on dry basis)</b>	5,829	5,192
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>72893.29</b>	<b>77,990</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	20	22
(iii) Other recovery operations	-	-
<b>Total</b>	<b>20</b>	<b>22</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration <b>(in Mts on wet basis)</b>	-	-
(ii) Landfilling <b>(in Mts on wet basis)</b>	83,381	79,749
(iii) Other disposal operations <b>(in Mts on wet basis)</b>	11060	-
(iv) Plastic Disposal send thru Authorised re-cyclers <b>(in Mts)</b>	0.29	-
(v) Other recovery operations To use in bricks manufacture units	5,829	5,192
<b>Total</b>	<b>1,00,270.29</b>	<b>89,491</b>

Dry Wt \* 1.23 (Factor) gives wet weight.

\* The Value of disposal is higher than the generated, due to previous year left over quantities carry-forwarded

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Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment/ evaluation/assurance has been carried out.

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.

Units generating waste have solid waste treatment plants where the waste is treated and neutralised.

The treated sludge is sent to Cement Industries as part of their raw material and balance is sent to authorised waste management agencies. Waste Generated from the usage of Raw Material like fly ash is sent to Brick Manufacturers.

No water or waste is discharged into public areas.

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.

Not Applicable

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

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:

The Company has complied with all 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 along with any other act as may be applicable.

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

#### **Essential Indicators**

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

The Company is a member of FTCCI Telangana, India, Quality Circle Forum of India (QCFI), International Chromium Development Association.

- 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
1	Federation of Telangana Chamber of Commerce and Industry	State
2.	Bulk Drugs Manufactures Association	State
3.	Chamber of Commerce & Industry	State
4	Confederation of Indian Industry	State
5	Import Export Council	State
6	CHEMEXCIL	National
7	Andhra Chamber of Commerce	State

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

There were no adverse order from regulatory authorities

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**
**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**
**Essential Indicators**

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.  
Not Applicable
- Provide information on project(s) for which on going Rehabilitation and Resettlement (R&R) is being undertaken by your entity  
Not Applicable
- Describe the mechanisms to receive and redress grievances of the community.  
Not Applicable
- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	2022-23	2021-22
Directly sourced from MSMEs/ small producers	16%	14%
Sourced directly from within the district and neighboring districts	30%	36%

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

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.  
The Company responds to the customers' queries promptly. Depending on the nature and severity of compliant required actions are taken by the team. Complaints are acknowledged and well responded within the strict timeframe.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

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

- Number of consumer complaints in respect of the following:

	2022-23		2021-22	
	Receive during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy				
Cyber-security				
Delivery of Essential Services				
Restrictive Trade Practices				
Unfair Trade Practices				
Others				

- Details of instances of product recalls on account of safety issues:  
Not Applicable
- 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.  
The Company follows the information security guidelines set by the IT team of the Company.
- 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.  
The Company was not required to take any corrective actions relating to advertising, delivery of essential services, cyber security and data privacy of customers. No instances of product recalls and no penalty levied or action taken by regulatory authorities on safety of products / services.